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SAN FRANCISCO HUMAN RIGHTS COMMISSION

LESBIAN/GAY ADVISORY COMMITTEE

LESBIAN/GAY/BISEXUAL ADVISORY COMMITTEE

AGENDAS AND MINUTES

1989 – 1993

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

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#1
1/24/89

LESBIAN/GAY ADVISORY COMMITTEE

****

Date: Tuesday, January 24, 1989

Time: 5:30- 7:30 p.m.

Place: State Building
350 McAllister Street, Room 1200
San Francisco, California

****

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AGENDA

1. Request for approval of new member recommendations- L/GAC New Member Committee: Commissioners Chinn and Graff, L/GAC member Olmstead-Rose, and Staffperson Winnow.

2. Introduction and welcome of new members/ Brief orientation.

3. Adoption of Minutes of December 20, 1988.

4. Commissioner Report- Graff/Chinn.

5. Staff Report- Jackie Winnow.

6. Discussion and recommendations regarding Domestic Partnership legislation- Jean Harris and others.

7. Sexual Orientation and AIDS Annual Report, FY 87-88- Norm Nickens.

8. Goals and Priorities- Jackie Winnow.

9. New/Old Business.

10. Announcements

11. Calendar Matters

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

Note: This is a public meeting. At the discretion of the chair, public comments may be heard after discussion of a specific item on the agenda.

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City and County of San Francisco

Human Rights Commission
Office of Minority/Women
Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

LESBIAN/GAY ADVISORY COMMITTEE

****

Minutes of January 24, 1989

****

Next Meeting:

Date: Tuesday, February 21, 1989
Time: 5:30-7:30 PM
Place: 350 McAllister Street, Room 1200

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Members Present: Commissioners Adrian Bermudez, Lenore Chinn, and, Leonard Graff, Ruth Hughes, Lester Olmstead-Rose, Dan Turner, Carmen Vasquez, and Darrell Yee.

Staff Present: Larry Brinkin, Norm Nickens, Jackie Winnow, Gary Wong, John Hurst (Social Work Intern), and Beth Shafran (Legal Intern).

The meeting was called to order by Commissioner Graff at 5:35 p.m.

New Members: Commissioner Graff discussed the selection process by which new committee members were chosen [the new members are Allan Berube, Penny Chronis, Phyllis Lyon, Ken Jones, Jeremy Landau, Lani Kaahumanu, Deborah Romero, Tara Shannon, Judith Stevenson, and Simeon White]. Jackie Winnow gave a summary concerning the background of each applicant. Darrell Yee made a motion to recommend the new L/GAC members for appointment by the HRC Chair. It was

***m/s/c unanimously.

Commissioner Graff discussed a letter concerning conflict of interest from the City Attorney's office that could affect new Committee members. Jackie Winnow gave the new members a brief overview of the work the Committee does.

Adoption of the Minutes of December 20, 1988: Correction of "Race, religion, and ethnic origin" phrase in AWOD discussion in the minutes. It was

***m/s/c that the minutes be adopted with this minor change.

Commissioner's Reports: Commissioner Graff extended a warm welcome to the new committee members. Commissioner Chinn briefly discussed the anti-gay extremist SHAPE campaign, and the two letters that HRC has sent in opposition to their actions.

Staff Reports: Jackie Winnow announced that new intern Debra Moon will be working with L/GAC. Jackie also gave a brief report on her involvement with the Lesbian AIDS Caregivers Conference. Norm Nickens presented and discussed the annual report, and gave examples of the types of complaints that are being worked on currently in the areas of AIDS and Sexual Orientation discrimination. Interestingly, many employers are requesting technical assistance in providing reasonable accommodation to employees with AIDS/ARC. Norm also talked about AIDS in relation to minorities, women, and the homeless, and how HRC could plan outreach and representation to these groups. It was

***m/s/c that the report be sent to the HRC Commissioners.

Larry Brinkin told new members that while many cities have "gay rights" laws, or laws to protect the rights of people with AIDS, San Francisco is one of the few that has attached the law to the jurisdiction of a public agency and provides representation to complainants.

Ruth Hughes commended Norm and the staff for the excellent annual report.

Domestic Partners: Commissioner Graff introduced a discussion on Domestic Partners legislation, which proposes to provide certain rights to persons in relationships, whether or not they are legally married. Jean Harris from Supervisor Britt's office spoke, and said that this legislation has been in process for ten years. Harry Britt will be meeting this week for discussions with the mayor on this issue; they both seek "the perfect package" of legislation that will meet the needs of all persons to be served by the laws. This legislation is available in draft form. Larry Bush from Mayor Agnos's office gave a history of the legislation. Most recently, a study was done to find out how different departments in the city provide benefits and handle family issues such as bereavement leave for household members, medical benefits, treatment programs, time off for childcare, etc. It was suggested that the HRC investigate the issue further and hold hearings for this purpose, and perhaps write a report on issues relating to domestic partners and families in San Francisco. The Mayor's office encourages flexibility in family policy, to accommodate many different types of families, and

coalition building between different communities in San Francisco to build support for legislation.

Matt Coles, ACLU staff attorney, spoke on the issue. He sees the solution to the domestic partners issue as similar to the Berkeley plan: a definition of who a domestic partner is, a statement filed with the city, and a "U-Pick 'em" system: each employee of the city could designate their partner. Leonard Graff seeks a broader system: he feels that benefits that are given based solely on marital relationship are discriminatory and against a progressive social agenda. He suggests banning the use of marital status as a measure of who is entitled to benefits.

Carmen Vasquez asked if domestic partners legislation could be legally challenged and what possible ways there were to draft the legislation to avoid such challenges. Jackie inquired about coverage for children of domestic partners, and what remedy the legislation would provide for those who were entitled to coverage but were refused. It was

***m/s/c unanimously that the HRC be requested to hold public hearings for two nights as soon as possible for community input on this issue.

A sub-committee was formed to work further in this area, consisting of Leonard Graff, Lenore Chinn, Ken Jones, Judith Stevenson, Tara Shannon, Lester Olmstead-Rose, Jeremy Landau, Jackie Winnow, Larry Brinkin, Norm Nickens, John Hurst, Beth Shafran, Judy Malumphy, and Debra Moon.

Goals and Priorities: Jackie Winnow stated the goals and priorities for the L/GAC in the next six months, and year.

New Business: Jeremy Landau made an announcement regarding the Lesbian and Gay Health Conference to be held April 5-8 here in San Francisco. The focus of the conference is what S.F. does especially well in the area of health care, and how other cities can replicate this success.

Lester Olmstead-Rose mentioned that CUAV has staff openings.

The meeting closed at 7:30 p.m.

City and County of San Francisco

Human Rights Commission

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LESBIAN/GAY ADVISORY COMMITTEE

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* *

Date: Tuesday, February 21, 1989

Time: 5:30 - 7:30 p.m.

Place: State Building
350 McAllister Street
Room 1200
San Francisco

* *

AGENDA

1. Adoption of Minutes of January 24, 1989

2. Commissioner Report - Commissoner Graff

3. Staff Report - Jackie Winnow

4. Discussion of the "Letter to the Bishops of the Catholic Church on the Pastoral Care of Homosexual Persons," commonly known as the Ratzinger letter, the S.F. Archdiocese's and Dignity's response to it, and the impact on the L/GAC and HRC. Possible action may be taken.

5. Public Hearings on Domestic Partnerships/Marital Status/ Extended Family Policies

6. New/Old Business

7. Announcements

8. Calendar Matters

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

NOTE: This is a public meeting. At the discretion of the Chair, public comment may be heard after discussion of a specific item on the agenda.

(415) 558-4901 Suite 501, 1095 Market Street San Francisco 94103

City and County of San Francisco

Human Rights Commission

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2/21/89

LESBIAN/GAY ADVISORY COMMITTEE
Minutes of February 21, 1989

****

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MAR 17 1989
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Next Meeting

Date: March 21, 1989
Time: 5:30 - 7:30 P.M.
Place: State Building
350 McAllister Street
Room 1200
San Francisco

****

Commissioners Present: Adrian Bermudez Jr., Lenore Chinn, Leonard Graff.

Committee Members Present: Allan Berube, Penny Chronis, Ruth Hughes, Ken Jones, Lani Kaahumanu, Phyllis Lyon, Lester Olmstead-Rose, Deborah Romero, Tara Shannon, Judith Stevenson, Simeon White, Darrell Yee.

Staff Members Present: Larry Brinkin, Norman Nickens, Jackie Winnow.

Interns: John Hurst, Judy Malumphy.

Guests: Kevin Calegari, Dennis Coughlin, Richmond Young.

1) Adoption of the Minutes of January 24, 1989 was done unanimously.

2) Commissioner's Report: Commissioner Graff stated that he had been informed that local Lesbian/Gay community members and representatives from Dignity had been offended by what they perceived to be an unsympathetic stance from Commissioner Martin toward their presentation regarding the "Letter to the Bishops of the Catholic Church on the Pastoral Care of Homosexual Persons" (hereinafter referred to as the "Ratzinger" letter) at the Human Rights Commission meeting on February 9, 1989. Commissioner Graff said he had discussed this perception with Commissioner Martin and would talk more about it later in the meeting under the specific agenda item.

3) Staff Report: Jackie Winnow said the staff report would consist of current activities regarding the upcoming Domestic Partnership hearings and that it would be best to postpone her report until that part of tonight's meeting.

4) Discussion of the "Letter to the Bishops of the Catholic Church on the Pastoral Care of Homesexual Persons", commonly known as the Ratzinger letter, the S.F. Archdiocese and Dignity response to it, and the impact on the L/GAC and HRC. Possible action may be taken. Commissioner Graff gave a brief review of the last Human Rights Commission meeting and stated that he, also, had spoken with Dignity representatives regarding Commissioner Martin's demeanor at that time and that Commissioner Martin had offered to apologize for any inadvertent offense given.

There was general discussion as to whether the Committee should request a public apology from Commissioner Martin since the HRC had been a public meeting. The consensus of opinion was that a public apology seemed in order. Commissioner Graff agreed to relay this information to Commissioner Martin and make any necessary arrangements with him.

At that point Mr. Kevin Calegari and Mr. Richmond Young from Dignity were invited to speak.

Mr. Calegari stated that Dignity felt excluded from the HRC process. He reiterated that Dignity had no intention to question Father Sammon's integrity, but called attention to Sections 9, 10, and 13 of the Ratzinger letter. Mr. Calegari said that Section 13 implies that homosexual persons are not entitled to civil rights and voiced concern that Father Sammon would face conflicts between the execution of his pastoral duties and his responsibility as a Human Rights Commission member to advocate for the civil rights of all people.

Ken Jones asked Mr. Calegari if there had been any response from the Mayor to a letter sent to him by Dignity. He also asked Mr. Calegari what he would like the L/GAC to do. Mr. Calegari said that Dignity had received a response from the Mayor but that it was unsatisfactory. Dignity wanted to meet with Mayor Agnos directly, and was attempting to do so.

Mr. Richmond Young pointed out that the pastoral letter was not "abstract theology", but had resulted in the closing of all but 4 facilities to Dignity members. He suggested that in light of this Father Sammon should have an opportunity to respond publicly regarding any potential conflict.

Lester Olmstead-Rose asked for clarification of the hierarchical reporting structure within the church.

Mr. Calegari stated that since this document was issued by the Vatican, priests were not free to disregard its message. He then gave examples of its interpretation by Archbishop Quinn and the resulting impact on Lesbian and Gay Catholics in San Francisco.

Norman Nickens pointed out that ecclesiastical functions are beyond the jurisdiction of the L/GAC and asked if there were some other way the Committee could be of assistance.

Mr. Calegari said that the letter reflected a material change in Church policy toward homosexuals and it was this change which created the conflict with the function of the Human Rights Commission.

Leonard Graff stated that the HRC makes findings but does not pass legislation. He suggested that one alternative might be that Father Sammon refrain from voting on areas which give rise to a conflict. Commissioner Graff felt that two issues required clarification and resolution. FIrst, Father Sammon's responsibilities as a Commission member and second, Father Sammon's responsibility to follow the directions of his superiors which might result from the letter.

General discussion ensued during which the committee members assessed the jurisdiction of both the L/GAC and the HRC. Additional discussion of the need for clarification and how to obtain it was also done. Jackie Winnow, Larry Brinkin, and Leonard Graff gave examples of Father Sammon's past support of Lesbian and Gay issues.

Lester Olmstead-Rose suggested that the Committee's function on this issue should be to provide education and information to the HRC. Other committee members felt that since it appeared that the letter could impact the civil rights of Lesbian and Gay men, the committee needed to take a closer look at the letter and its practical effect. Phyllis Lyon and Simeon White stated that the Committee should not confine itself to the Ratzinger letter but also examine other actions which the Church has taken regarding local Lesbian/Gay issues/persons in the area.

Commissioner Graff summarized by suggesting that the Committee will ask Commissioner Martin for a public apology, do some follow up information gathering on the Ratzinger letter, and examine possible other abuses of civil rights by the Church.

Dignity agreed to assist the Committee with this.

Lester Olmstead-Rose requested approval of formation of a subcommittee to look in particular at the Ratzinger letter and its implications for civil rights and the possible encouragement of anti-Gay hate and violence.

***m/s/c

that the HRC be advised that L/GAC would like to form such a subcommittee.

5) Domestic Partnership Public Hearings: Jackie Winnow passed out copies of the flyers which had been printed up regarding the Domestic Partnership hearings. She also reviewed the date, time, and location for the Committee members and suggested that it might be best if they arrived at 5:00 P.M. rather than 5:30 since a fairly large public attendance was anticipated. The National Gay Rights Advocates has co-authored a new proposed Domestic Partnership act which Commissioner Graff will be presenting to the Mayor on February 22 at 5:30.

6) Announcements

Lester Olmstead-Rose announced that there was a vacancy on the Police Commission.

7) At that point it was moved, seconded and carried that this Committee meeting be adjourned. The meeting closed at 7:30 P.M.

JW:ad

[Jackie]ibma
3/13/89

City and County of San Francisco

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LESBIAN/GAY ADVISORY COMMITTEE

* *

Date: Tuesday, March 21, 1989

Time: 5:30 to 7:30 p.m.

Place: State Building
350 McAllister Street
Room 1200
San Francisco

* *

AGENDA

1. Adoption of Minutes of February 21, 1989

2. Introduction of new HRC Director, Peter Jamero

3. Commissioner Report - Leonard Graff

4. Staff Report - Jackie Winnow

5. Discussion of March 8 Public Hearings on Domestic Partnerships/ Marital Status/Extended Familiy Policies and possible action

6. New/Old Business

7. Announcements

8. Calendar Matters

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

NOTE: This is a public meeting. At the discretion of the Chair, public comment may be heard after discussion of a specific item on the agenda.

jw

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LESBIAN/GAY ADVISORY COMMITTEE
Minutes of March 21, 1989

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Next Meeting

Date: April 18, 1989
Time: 5:30
Place: State Building
350 McAllister Street
Room 1200
San Francisco

****

Commissioners Present: Adrian Bermudez Jr., Lenore Chinn, Leonard Graff.

Committee Members Present: Allan Berube, Penny Chronis, Ruth Hughes, Ken Jones, Lani Kaahumanu, Phyllis Lyon, Lester Olmstead-Rose, Deborah Romero, Tara Shannon, Judith Stevenson, Simeon White, Darrell Yee.

Committee Members Absent: Dan Turner, Carmen Vazquez

Staff Members Present: Peter Jamero (Director), Larry Brinkin, Norman Nickens, Jackie Winnow.

Interns Present: John Hurst, Beth Shafran

The meeting was called to order by Commissioner Graff at 5:35 p.m.

1) Adoption of minutes of February 21, 1989

* * * m/s/c to adopt the minutes as written.

2) Commissioner Report

Commissioner Graff thanked the staff and committee members for their efforts on the Domestic Partnership Public Hearing; and said the event was very well received.

3) Staff Report

Jackie Winnow requested that committee members contribute names of organizations and individuals for the update of the L/GAC mailing list. Jackie announced that there will be a reception for the new director on April 7, sponsored by Friends of HRC. She also briefly talked about the progress being made on Domestic Partnership Benefits legislation. Commissioner Graff added that a Community Forum on domestic partners will be held by the Harvey Milk Lesbian/Gay

Democratic Club on March 28, Tuesday Night, at the Women's Bldg. at 7:30 p.m.

4) Introduction of the new HRC Director, Peter Jamero

Commissioner Graff introduced Peter Jamero. The director spoke of the need to meet all the communities the HRC serves, and thanked L/GAC for the opportunity. Committee members introduced themselves and shared information about the work they do in the community. There was a brief question and answer session.

5) New/Old Business

A brief discussion of the Catholic Church's Ratzinger letter on homosexuality took place. Allan Berube mentioned the possible impact of the letter on anti-Gay violence.

Concern was expressed about police violence here in San Francisco. Commissioner Bermudez stated that the Latino community is very concerned over this issue. Tara Shannon said that it appeared there has been an escalation of such violence since the Police Commission made its decision in the Huerta Case. There was a motion made for L/GAC to ask Police/Social Action Committee to take action on this issue.

* * * m/s/c unanimously, to request Police/Social Action Committee to study the issue of Police violence and disrespect towards persons asserting their constitutional right to demonstrate, and to take some action.

6) Announcements

Larry Brinkin announced that there is a Pro-Choice/Women's Rights March and Rally on Sunday, April 2, 1989, and invited men to march with the organization Men Who Care About Women's Lives.

Norm Nickens announced that there would be a march on April 1, 1989 on AIDS in minority communities in association with the National Black Mayors Conference.

Lester Olmstead-Rose announced that Barbara Cameron is the new Executive Director of Community United Against Violence.

Beth Shafran announced that on April 9, 1989 there is a National Abortion Rights march in Washington, D.C.

7) Calendar Matters

The next meeting of L/GAC is April 18, 1989.

8) The meeting was adjorned at 6:37 p.m.

JW:LB:BS:se

[Jackie]ibma
3/24/89

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise

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4/18/89

LESBIAN/GAY ADVISORY COMMITTEE

* *

Date: Tuesday, April 18, 1989

Time: 5:30 to 7:30 p.m.

Place: State Building
350 McAllister Street
Room 1200
San Francisco

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AGENDA

1. Adoption of Minutes of March 21, 1989
2. Commissioner Report -- Lenore Chinn
3. Staff Report -- Jackie Winnow
4. AIDS Legislation -- Discussion and Possible Action about new bills -- Norm Nickens
5. S.F. Chronicle Poll on Desirability of Lesbian/Gay S.F. Citizens -- Discussion and Possible Action -- Larry Brinkin
6. INS Exclusion of HIV Positives -- Discussion and Possible Action -- Larry Brinki
7. New/Old Business
8. Announcements
9. Calendar Matters

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

NOTE: This is a public meeting. At the discretion of the Chair, public comment may be heard after discussion of a specific item on the agenda.

jw

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LESBIAN/GAY ADVISORY COMMITTEE
Minutes of April 18, 1989

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Next Meeting

Date: Tuesday, May 16, 1989
Time: 5:30 P.M.
Place: State Building
350 McAllister Street
Room 1200
San Francisco

****

Commissioners Present: Adrian Bermudez Jr., Lenore Chinn.

Committee Members Present: Allan Berube, Penny Chronis, Ruth Hughes, Ken Jones, Lani Kaahumanu, Phyllis Lyon, Lester Olmstead-Rose, Deborah Romero, Tara Shannon, Judith Stevenson, Simeon White.

Committee Members Absent: Commissioner Leonard Graff (excused), Jeremy Landau (excused), Dan Turner, Carmen Vazquez (excused), Darrell Yee.

Staff Members Present: Larry Brinkin, John Hurst (Intern), Norman Nickens, Beth Shafran (Intern).

The meeting was called to order by Commissioner Chinn at 5:38 p.m.

1) Adoption of minutes of February 21, 1989

It was

***m/s/c that the minutes be adopted with the change "anti-gay violence and violation of Civil Rights" added to section 5, discussion of Ratzinger letter on homosexuality.

2) Commissioner Report

Commissioner Chinn reported on the reception recently held for Director Peter Jamero, which was a great success. Commissioner Chinn stated that the HRC had voted unanimously to accept our Findings and Recommendations on Domestic Partner Benefits. There was a brief discussion concerning this year's Lesbian/Gay Freedom Day parade, and the different options on HRC and L/GAC participation in this event.

It was

***m/s/c that L/GAC send a letter to HRC Commissioners inviting them to participate as a unit and march or ride in the Lesbian/Gay Freedom Day parade on June 25, 1989.

L/GAC will staff an HRC information table at the Civic Center Gay Day Rally. A schedule of volunteers will be assembled at the May L/GAC meeting.

3) Staff Report

Larry Brinkin reported that he received a letter from a male couple waging a custody battle - the L/GAC will invite them to appear and speak to us. He also brought us a copy of literature distributed by the Coalition for Traditional Values, a politically conservative homophobic group. The CTV's fundraising letter mentions the S.F. Human Rights Commission and L/GAC in a derogatory manner, in response to the Commission's letters against CTV's SHAPE Campaign (Stop Homosexual Advocacy in Public Education). The SHAPE campaign seeks to silence education about sexuality, and to intimidate gay and gay-sensitive teachers.

Mr. Brinkin reported on a discrimination case he is currently working on. A national sporting goods store conducted a contest in which first prize was a trip to a Jamaican resort that is for opposite-sex couples only. Mr. Brinkin informed the company that is in violation of San Francisco law. The company has agreed to change the prize to a resort that does not discriminate against same-sex couples.

4) AIDS Legislation Update

Norm Nickens discussed and analyzed legislation from this year's session in Sacramento. He also distributed an article on "Public Health Strategies for Confronting AIDS."

5) S.F. Chronicle Poll on the desirability of Lesbian/Gay S.F. Citizens

There was a discussion by the Committee about the meaning and impact of a recent Chronicle poll which asked if there are "too many gays" in San Francisco, and what action the L/GAC should take in response.

It was

***m/s/c that L/GAC write a letter for the Commission to send to the Chronicle objecting to the use of the category "too many gays" in the survey.

6) INS Exclusion of HIV Positives

Larry Brinkin discussed the current news that an HIV-positive man from Holland, on his way to attend the S.F. Lesbian/Gay Health Conference, was detained and mistreated upon entry to the United States. Larry reported that the HRC has taken a position on this issue in regard to immigration. Phyllis Lyon said that we all should support Rep. Barney Frank's immigration legislation. Penny Chronis stated that the Frank legislation needed expansion to be effective. Allan Berube stated that the recent legislation authored by Jesse Helms hindered the fight against AIDS, and may prevent S.F. from organizing the 1990 International AIDS Conference. The INS has regulations allowing waivers of restrictive regulations when a visitor comes to this country "in the public interest". All L/GAC members felt that persons attending a health conference were certainly here "in the public interest." Penny Chronis will represent L/GAC at meetings of the Immigration law community, and report back to L/GAC for possible action next meeting.

7) New/Old Business

The script of a radio speech written and delivered by State Senator Jim Nielson was passed out to L/GAC. This matter will be discussed further next meeting. Senator Nielson's speech categorizes AIDS as "God's punishment against promiscuity".

Allan Berube discussed Stuart McDonald's fast. Mr. McDonald is a young lawyer and person with AIDS who is on hunger strike protesting discrimination against PWA's and gay people.

It was

***m/s/c to draft a letter from the Commission to Senator Pete Wilson encouraging him to support S.47 - the Gay Rights Bill. Stuart McDonald has stated he will stop his fast if Senator Wilson becomes a co-sponsor of S.47.

8) Announcements:

Ruth Hughes announced "Youth, AIDS, and the Crack Connection", a conference in Berkeley on May 12, 1989. This conference addresses research, policy, and direct services. The Lesbian/Gay Health Services Committee will be presenting a Human Sexuality Training May 1 and 2, at Stern Grove Clubhouse.

9) Calendar

The next L/GAC meeting is Tuesday, May 16, 1989.

10) The meeting was adjourned by Commissioner Chinn at 7:20 P.M.

LB:ad:np
[Jackie]ibma
5/1/89

City and County of San Francisco

Human Rights Commission

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5/16/89

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LESBIAN/GAY ADVISORY COMMITTEE

* *

Date: Tuesday, May 16, 1989

Time: 5:30 to 7:30 p.m.

Place: 350 McAllister Street
Room 1200, State Bldg.
San Francisco

* *

AGENDA

1. Adoption of the Minutes of April 18, 1989

2. Commissioner Report

3. Staff Report

4. Supervisor Britt's Domestic Partner Legislation and Resolution -- Discussion and action -- Jean Harris, Aide to Supervisor Britt

5. Discussion and possible action regarding Senator Jim Nielsen's AIDS-phobic radio comments -- Larry Brinkin

6. Lesbian/Gay Freedom Day Parade -- Set-up schedule -- Jackie Winnow

7. Subcommittee on the Ratzinger Letter -- Larry Brinkin

8. AIDS issues -- Norm Nickens

9. New/Old Business

10. Announcements

11. Calendar Matters

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

NOTE: This is a public meeting. At the discretion of the Chair, public comment may be heard after discussion of a specific item on the agenda.

jw

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise

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5/16/89

LESBIAN/GAY ADVISORY COMMITTEE

MINUTES OF MAY 16, 1989

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Next Meeting

DOCUMENTS DEPT.
JUN 1 1989
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DATE: Tuesday, June 20, 1989
TIME: 5:30 - 7:30 P.M.
PLACE: State Building
350 McAllister Street
Room 1200
San Francisco

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Commissioners Present: Adrian Bermudez, Jr. and Lenore Chinn

Committee Members Present: Allan Berube, Penny Chronis, Ruth Hughes, Ken Jones, Lani Kaahumanu, Jeremy Landau, Phyllis Lyon, Lester Olmstead-Rose, Tara Shannon, Judith Stevenson, Dan Turner, Simeon White, Darrell Yee.

Committee Members Absent: Commissioner Leonard Graff (excused), Deborah Romero (excused), and Carmen Vazquez.

Staff Members Present: Larry Brinkin, Norm Nickens, Jackie Winnow.

Guests: Jean Harris, Wayne April, Lori Gurdos.

The meeting was called to order by Commissioner Chinn at 5:30 P.M.

1. Adoption of the Minutes of April 18, 1989

***m/s/c adopted as written.

2. Supervisor Britt's Domestic Partner Legislation and Resolution - Jean Harris, Aide to Supervisor Britt

Jean Harris reported on the proposed legislation that sets up domestic partner registration, mandates non-discrimination by the City, and non-discrimination in hospital visitation and resolution that sets up a health system task force. Members were pleased by the Ordinance and

Resolution. Questions centered around HRC jurisdiction and Civil Service jurisdiction for City employees, and Ms. Harris agreed to discuss possible clarification in language with the City Attorney. Members expressed concern about HRC's financial resources. The question of jeopardization of benefits, e.g. Medi-cal, were discussed and Ms. Harris assured people that legal consultation indicates that the State and Federal government cannot take away what it does not sanction.

The Ordinance and Resolution went to the Human Services Committee on May 11th and passed through unanimously. There are 9 co-sponsors and 10 definite votes. It goes to the full Board on May 22nd for its 1st reading and then 2nd reading on May 30. It goes into effect 30 days after being signed by the Mayor.

The HRC will be preparing informational material to go along with the registration, as well as administering the non-discrimination aspects. We currently have no extra staffing.

***m/s/c unanimously to request that the HRC endorse the Domestic Partner Ordinance and Health System Task Force Resolution with the provisions that Civil Service/HRC jurisdiction be clarified and financial resources be accorded to HRC.

3. Commissioner Report

Commissioner Chinn reported that the McDonald letter and S.F. Chronicle letter re: article "too many Gays" was passed at the last Commission meeting. There will be a public hearing "Unfinished Business: Police and Citizen Participation in Public Demonstrations." She said that thus far Commissioners Bermudez, Kai, and Chinn confirmed marching in the HRC contingent at the Lesbian/Gay Freedom Day Parade on June 25.

4. Staff Report

Jackie Winnow reported that the transcript from the March 8 domestic partner public hearing was available and the report was being prepared. Staff had presented a Commissioner orientation. The annual CAHRO (California Association of Human Rights Organizations) adopted a SHAPE resolution educating all local human rights/relations commissions about SHAPE and requesting them to condemn the campaign. Norm Nickens is currently on a committee revising HRC's codes and he is staffing the Crack Cocaine Forum on May 17th. There will be a special HRC staff training on June 20th regarding Lesbian/Gay liberation.

5. Discussion and possible action regarding State Senator Jim Nielsen's AIDS-phobic radio comments

Discussion centered around requesting Jim Nielsen's ouster as he would be replaced by Doolittle or requesting his censure.

It was ***m/s/c to request the HRC write a letter to Senator Roberti regarding censuring of Senator Nielsen for his AIDS-phobic remarks, particularly addressing his comment "innocent people with AIDS."

6. Lesbian/Gay Freedom Day Parade

Scheduling of booth was done and Ruth Hughes and Simeon White will also march with HRC contingent.

7. Subcommittee on the Ratzinger letter

Staff and commissioner gave a detailed accounting of what has been done to move forward the approval of the subcommittee. Commissioner Chinn related that a meeting to discuss the issue was taking place on May 25th. The meeting was to include Commissioners Chinn, Graff, Martin, and Sammon, as well as Director Peter Jamero.

Members of the Committee expressed outrage at the delay in approval of the subcommittee (3 months). The Commission was not following its own process and should not have needed to talk to Father Sammon first.

***m/s/c members decided to write their own letter over Commissioner Chinn's signature asking for immediate approval of the subcommittee, and stating inappropriate use of the process. The Ratzinger subcommittee's charge is to look at the civil rights and violence impact of the Ratzinger letter in San Francisco.

Members also decided to form an unofficial subcommittee to be ready to be called into action. This subcommittee is to be made up of Jeremy Landau, Don Turner, Tara Shannon, Judith Stevenson, Allan Berube, and Lester Olmstead-Rose.

8. AIDS Issues

This item was put over for next month.

9. New/Old Issues

Committee members should contact Jackie about being on the agenda and submit written drafts of materials (packets get sent out a week before each meeting).

We will discuss INS at the next meeting.

10. Announcement

There will be an AIDS Candlelight March on 5/28.

11. Calendar Matters

The next meeting of the L/GAC will take place on June 20th at 5:30 in Room 1200, 350 McAllister Street, San Francisco.

JW:ad
6/5/89

City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
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6/20/89

LESBIAN/GAY ADVISORY COMMITTEE

* * * * * * * * * * * * * * * * * * * *

Date: Tuesday, June 20, 1989

Time: 5:30 to 7:30 p.m.

Place: State Building
350 McAllister Street
Room 1200
San Francisco

* * * * * * * * * * * * * * * * * * * *

AGENDA

1. Adoption of Minutes of May 16, 1989
2. Commissioner Report -- Lenore Chinn
3. Staff Report -- Jackie Winnow
4. Finalizing Lesbian/Gay Freedom Day
5. Ratzinger project
6. INS and AIDS visitors -- Penny Chronis
7. 5th International Conference on AIDS, a report -- Norm Nickens
8. New Business/Old Business
9. Announcements
10. Calendar Matters

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L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

NOTE: This is a public meeting. At the discretion of the Chair, public comment may be heard after discussion of a specific item on the agenda.

jw

(415) 558-4901 Suite 501, 1095 Market Street San Francisco 94103

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise

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6/20/89

LESBIAN/GAY ADVISORY COMMITTEE

MINUTES OF JUNE 20, 1989

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Commissioners Present: Lenore Chinn

Committee Member Present: Deborah Romero, Tara Shannon, Penny Chronis, Jeremy Landau, Lester Olmstead-Rose, Carmen Vasquez, Ruth Hughes, Dan Turner, Darrell Yee, Judith Stevenson, Ken Jones.

Absent: Commissioner Graff, Commissioner Bermudez, Allan Berube (excused), Lani Kaahumanu (excused), Phyllis Lyon (excused).

Staff Members Present: Jackie Winnow, Norm Nickens

The meeting was called to order by Commissioner Chin at 5:30 P.M.

1) Adoption of the minutes of May 16, 1989 - m/s/p adopted as written.

2) Commision Report - up-date on Ratzinger Project, response from Chronicle re: poll on "too many gays in SF."

3) Staff Report - up-date on Domestic Partnership

4) Discussion of Lesbian/Gay Freedom Day Parade activities - preparation for Commission contingent, extensive discussion re: parade monitors.

5) Discussion of Ratzinger Project - concerns were expressed in regard to the length of time taken by the Commission to approve the Project. Lester Olmstead-Rose reported on the first meeting of the Project.

6) Penny Chronis reported on recent changes in INS regulations affecting international visitors with HIV infection; regulations have not yet been tested. m/s/p Special report on immigration and INS to presented at the next L/GAC meeting. [NOTE: the immigration discussion has been re-scheduled for the September meeting.]

7) Discussion of recent attempts to close the AIDS/ARC Vigil.

8) Discussion of Examiner series - m/s/p send letter of commendation to Examiner.

9) Request from National Association of People with AIDS - m/s/p send letter to President Bush urging appointment of PWA to National AIDS Commission

10) Calendar: Next meeting, August 15, 5:30, Room 1159, State Building

AN OPEN LETTER TO ARCHBISHOP QUINN

1989 JUL 24 PM 3:02
S.F. HUMAN RIGHTS COMMISSION

July 20, 1989

Most Reverend John R. Quinn
Archbishop of San Francisco
445 Church Street
San Francisco, CA 94114

Most Reverend Quinn,

We the undersigned are all members of the Lesbian/Gay Advisory Committee to the Human Rights Commission, but we are writing to you as individuals and not on behalf of these or any other agencies.

On July 12, Lynn Griffis, a lesbian minister at San Francisco's Metropolitan Community Church, was beaten on the head with a shovel by someone who had entered her home. On the wall of her garage the assailant had spray-painted the words "Die With Your Fags." This assault occurred after she received a death threat attached to an article about gay and lesbian partnerships. Ms. Griffis believed that this premeditated attack was prompted by her AIDS ministry work and her public support at press conferences of the city's domestic partners law. Reverend Jim Mitulski, pastor of M.C.C. and the church's most public supporter of the domestic partners law, has received a similar death threat. The assailant is unknown and still at large.

We are deeply concerned that your official condemnation of the domestic partners law, and the circulation and promotion within the Archdiocese of the petition to repeal this law, have helped to create a climate in our city that has encouraged this attack and could lead to others. Community United Against Violence attributes some increase in antigay violence to political campaigns against the rights of lesbian, gay and bisexual people. This attack, coming so closely after the successful petition drive to suspend the domestic partners law, now makes it more difficult for us as gay, lesbian and bisexual citizens to defend publicly our right to equal protection for our loving relationships.

We know that the October 1986 Letter to the Bishops from Cardinal Ratzinger in Rome on the "Pastoral Care of Homosexual Persons" blames such violence, without condemning it, on our efforts to defend our human rights as gay people. "When civil legislation is introduced to protect behavior to which no one has any conceivable right," the letter explains, "neither the Church nor society at large should be surprised when...irrational and violent reactions increase." We understand that you may have an obligation under the Ratzinger letter to blame us for this assault--to say that it and other acts of antigay violence are caused by our struggle for laws that protect our rights and that such violent acts should not surprise anyone.

We are aware that our fight for equality may lead some hateful people to attack us physically. But it is their hatred and violence that must be condemned, not our human desire for equality and not the laws that affirm our dignity. Actions such as the filing of the petition on July 5 so that it would suspend the domestic partners law on the very day it was to be enacted, not only foster a climate of hatred against us, but are forms of violence themselves that already have harmed real people. Couples were turned away from registering their partnerships at City Hall. They and others are now unable to receive the benefits that would have been their due under the law.

Domestic Partners Law May Run Afoul of the IRS

By Harriet Chiang
Chronicle Staff Writer

San Francisco's domestic partners ordinance, which is facing stiff opposition from some religious leaders, may be up against another formidable foe: the Internal Revenue Service.

In an unexpected quirk of the tax code, a law scheduled to go into effect October 1 intended to stop executives from receiving extra health and other nontaxable fringe benefits may prove to be a bitter pill for domestic partners as well.

"I don't think anybody thought about domestic partners when they passed the law," said an IRS official in Washington. "How much flexibility we can take on domestic partners is open to question."

The law, which was passed as part of the 1986 tax code overhaul, requires that employers who want to keep their tax-exempt status show that their benefit plans do not favor executives over secretaries and other rank-and-file workers.

The law also calls on companies to prove that their benefits apply only to the employee's spouse and legal dependents, a strict requirement that gay, lesbian and other domestic partners may have a tough time meeting.

Individuals in nontraditional relationships could be legal dependents if they receive more than half their support from the employee. However, the IRS official said, "Anytime you've got a two-earner couple, whatever the relationship, you're probably going to flunk the 50 percent income support test."

Companies and cities that fail the test pay a heavy penalty. Under a "doomsday clause" of the regulation, every person on a company health plan covering a violator —

Back Page Col. 4

PARTNERS

From Page 1

not just the worker who violates the law — must pay taxes on the value of the benefits received. Currently, health benefits are not taxable.

For a medium-size company, IRS spokesman Larry Wright in San Francisco said, "it means hundreds of thousands of dollars in taxable income that the IRS would collect from the workers."

The tax code law is scheduled to go into effect October 1, but it has come under a barrage of opposition from businesses and cities protesting the expense of compliance.

"It was unpopular from the minute we enacted it," said an aide to Representative Dan Rostenkowski, the Illinois Democrat who heads the House Ways and Means Committee.

The committee is considering proposals to modify or repeal the provision.

"It's very fluid; it's very acrimonious; it's very controversial," the aide said. "For anyone to try to predict where it's coming out is taking a shot in the dark."

Many Cities Involved

Joining in the fight are cities that have extended health benefits to domestic partners, or are considering doing so.

"We kept our fingers crossed and hoped we wouldn't have to deal with it," said Kevin Fridlington, a personnel analyst for West Hollywood, which has extended health benefits to people in nontraditional couples.

"It's all a big mess," said Sally Fox, benefits manager for Seattle, which is now considering extending benefits to domestic partners. "It's a quirky part of the regulation."

The question is whether Seattle will jeopardize the tax-free status for its 30,000 city employees and their families if it decides to cover domestic partners, Fox said. Seattle is now lobbying in Washington, D.C., for changes in the law that will not punish its workers.

San Francisco's ordinance, which has been sidetracked by a referendum placing it on the November ballot, provides domestic partners of city workers with the same sick leave, bereavement and maternity leave benefits as married couples. The law officially recognizes homosexual relationships and is the first in the nation to allow public registration of "domestic partnerships."

It does not extend to domestic partners any health benefits, which come under the sole authority of the city's Health Service System Board.

However, the San Francisco Board of Supervisors passed a companion resolution that urged the mayor to appoint a task force to investigate extending health benefits to include nontraditional couples.

Possible Exemption

Roberta Achtenberg, head of the task force, said that after studying the controversial new tax law, the committee believes that the city may fall under an exception to the law. In San Francisco, the dependent of the city worker — and not the city — pays for his or her own coverage with after-tax dollars.

Because of this arrangement, "Our preliminary indications are that we believe that we are safe," Achtenberg said. "We certainly are not interested in jeopardizing the city's health plan."

However, Wright of the IRS noted that the new tax law applies regardless of who pays as long as the dependent gets some benefit that is not available to the average person on the street.

So far, Wright noted, there are only opinions and questions. "It's one of those latent issues and the clock is ticking."

One thing for sure, he added, "it's going to be an enforcement problem in terms of the company and the IRS having to police every employee to make sure every dependent is a legal dependent."

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise

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13 July 1989

Mr. Greg Brock
Assistant Managing Editor
San Francisco Examiner
110 5th Street
San Francisco, CA 94103

Dear Mr. Brock:

I am writing on behalf of the San Francisco Human Rights Commission to commend the Examiner for your recent series of articles on "Gay in America." The series presented an excellent examination of the diversity of life in the Lesbian/Gay community.

All too often in the past media portrayals of the Lesbian/Gay community have been rooted in prejudice and stereotypes, and these portrayals have only served to perpetuate these stereotypes. The Examiner series has helped to further understanding between communities in San Francisco. In addition, the extensive coverage provided by a 16 part series has helped to dispel many stereotypes, and has allowed for a serious and thorough examination of many of the complex issues affecting the Lesbian/Gay community.

As an agency that has long sought to ameliorate the effects of discrimination on the basis of sexual orientation, the Commission would like to formally commend the Examiner for your efforts in helping to improve understanding between communities in San Francisco. We look forwad to your continuing coverage of issues affecting the Lesbian/Gay community, and wish to encourage you to continue your efforts to improve the civil rights environment for all communities in San Francisco. Please feel free to contact Larry Brinkin, the Commission's Sexual Orientation Discrimination Representative, if we may be of assistance in your efforts.

Sincerely,

Lawrence B. Martin
Chair

(415) 558-4901 Suite 501, 1095 Market Street San Francisco 94103

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

13 July 1989

The Honorable George Bush
President of the United States
The White House
1600 Pennsylvania Avenue, NW
Washington, D.C.

Dear President Bush:

I am writing you on behalf of the San Francisco Human Rights Commission to urge you to appoint a person with AIDS (PWA) to the National Commission on Acquired Immune Deficiency Syndrome. We join with the National Association of Persons with AIDS, and other organizations, who have called upon you to ensure PWA representation on the National AIDS Commission.

The National AIDS Commission has the opportunity to continue the efforts of the Presidential HIV Commission, and the opportunity to correct the lack of PWA representation in past federal efforts. In responding to the AIDS epidemic it is essential that PWA's be included at all levels of policy and program development. PWA's have played a major role in shaping the development of the San Francisco model of AIDS services. The San Francisco experience has demonstrated that the active involvement of PWA', who are both consumers of services and valuable resources in their own right, is an essential part of the development of effective AIDS related policies and programs.

The National AIDS Commission, enacted by legislation signed by former President Reagan on November 4, 1988, was scheduled to have begun operation by January, 1989. As a result of numerous delays the Commission has not yet begun operation. While PWA's wait for the Commission to be formed, and for a coordinated federal response to AIDS, the epidemic continues to grow at a rapid pace. We urge you to move expeditiously in making your appointments, and to ensure PWA representation at all levels of HIV related policy and program development.

Sincerely,

Lawrence B. Martin
Chair

(415) 558-4901 Suite 501, 1095 Market Street San Francisco 94103

THE WHITE HOUSE

WASHINGTON

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July 26, 1989

Dear Mr. Martin:

Thank you for your recent letter to President Bush urging him to appoint a person with AIDS to the National Commission on Acquired Immune Deficiency Syndrome.

As you may know by now, on July 20, 1989, President Bush appointed Belinda Ann Mason who is afflicted with the AIDS virus and David E. Rodgers to serve as Members on this Commission.

Thank you again for writing and sharing your concerns with the President.

Sincerely,

CHASE UNTERMEYER
Assistant to the President
and Director of Presidential Personnel

Mr. Lawrence Martin
San Francisco Human Rights Commission
1095 Market St #501
San Francisco, CA 94103

City and County of San Francisco

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7/18/89
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MEMORANDUM

From the Office of the
HUMAN RIGHTS COMMISSION

1095 Market Street - #501
San Francisco 94103
558-4901

To: L/GAC Community Mail List

Date: July 6, 1989

From: L/GAC staff

[Agenda]

The Commission's Lesbian/ Gay Advisory Committee meeting scheduled for July 18 has been cancelled. Materials for the August meeting will be sent out the first week in August, please contact Jackie Winnow at 558-4901 if you have items to be placed on the agenda for this meeting.

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*****MEETING NOTICE*****

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Lesbian/Gay Advisory Committee
Tuesday, 15 August 1989
Room 1159 [Please note new location]
State Building, 350 McAllister
5:30 - 7:00 PM

AGENDA:

1) Adoption of minutes	5 min.
2) Chair's Report	5 min.
3) Staff Report	5 min.
4) Discussion of Ratzinger Project - up date (Berube)	10 min.
5) Discussion of hate violence/ HRC hearings	30 min.
6) Discussion of Police raid on private clubs- possible request for action	15 min.
7) Discussion of Domestic Partnership	10 min.
8) New business	
9) Old business	
10) Announcements and calendar matters	

If you have any additions to the agenda, or proposed actions, please contact Larry Brinkin no later than Friday, 11 August.

This meeting is open to the public, additional items may be added to the agenda at the discretion of the Chair.

(415) 558-4901 Suite 501, 1095 Market Street San Francisco 94103

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LESBIAN/GAY ADVISORY COMMITTEE

Minutes of August 15, 1989

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Next Meeting

Date: Tuesday, September 19, 1989
Time: 5:30 - 7:30 P.M.
Place: State Building
350 McAllister Street, Room 1159
San Francisco

****

Commissioners Present: Adrian Bermudez Jr., Lenore Chinn, Leonard Graff.

Committee Members Present: Allan Berube, Penny Chronis, Ruth Hughes, Ken Jones, Lani Kaahumanu, Jeremy Landau, Phyllis Lyon, Lester Olmstead-Rose, Judith Stevenson, Dan Turner, Darrell Yee.

Committee Members Absent: Deborah Romero, Tara Shannon (excused), Carmen Vazquez (excused), Simeon White (excused).

Staff Members Present: Larry Brinkin.

Guests: Buzz Bense, Beatrice Johnston-Hernandez, Chris Nunez.

The meeting was called to order by the Chairperson, Commissioner Leonard Graff.

1) Adoption of the Minutes of June 20, 1989. The minutes were corrected to reflect that Simeon White was present at the June meeting. It was

***m/s/c that the minutes be adopted as corrected.

2) Commissioner's Report: Commissioner Graff reported that the Domestic Partners Public Hearing Report was adopted by the Commission unanimously. The report will now be copied and distributed to the press and others. A draft report on the Demonstrations/Police conduct public hearing has been written; the final report should be ready by mid-October. The HRC pamphlet to be given to applicants for Domestic Partner Certificates is on hold pending the outcome of the November referendum. A lawsuit filed by National Gay Rights Advocates to stop the referendum will be heard by Judge Ira Brown on August 16, 1989. Commissioner Graff reported that the Commission approved three L/GAC recommendations: (1) a letter to the San Francisco Examiner commending them for the "Gay in America" series; (2) a letter to State Senator Roberti complaining about Senator Jim Nielsen's homophobic remarks; and (3) a letter to President Bush urging him to appoint a person with AIDS to the national AIDS Commission.

3) Staff Report: Larry Brinkin reported that Jackie Winnow is on extended medical leave. In her absence, Norm Nickens will serve as Coordinator of the Lesbian/Gay and AIDS unit. This will open Norm's position as AIDS Discrimination Representative on a temporary basis. Job announcements will be sent out probably late August or early September. Mr. Brinkin reported that Rosemarie Fernandez has resigned as Commissioner, and that Karen Kai is the new Vice-Chair of the Commission. Finally, he described a case before the Commission involving sexual orientation discrimination by Robo Entertainment and the Blue and Gold Fleet.

4) Christian AIDS Council: Jeremy Landau alerted the Committee to the existence of the "Christian AIDS Council", an evangelical, homophobic AIDS ministry.

5) Ratzinger Project: Allan Berube pointed out that the L/GAC investigation of the effects of the Ratzinger letter on the Lesbian/Gay Community is not a "get-the-church" effort, but rather an information-gathering project to see what effect the letter might have on anti-gay violence and civil rights. The plan is to interview many Archdiocese members and others with information on Church policy, history, hierarchy, writings, statements, actions, etc. Mr. Berube noted that Archbishop Quinn has made several promises over the last six years to speak out against anti-Gay violence but has not followed through. A recent exception was a good speech he gave at Most Holy Redeemer Church; however, the audience was mostly Lesbian/Gay, and it is the non-Gay community that needs to get the message. Chris Nunez encouraged the Committee to conduct the investigation in such a way that our allies in the church working for reform will not be antagonized. Ms. Nunez also offered to help with the investigation.

6) Police Raid on Private Clubs: Buzz Bense, Manager of 890 Folsom, described recent raids by the Police on private clubs using the space for "safe-sex" programs and activities. He was particularly disturbed by the July 14th and July 15th police actions in which several officers closed down the activities, forced partrons to leave, demanded their names and addresses, confiscated cash and membership lists, and arrested the manager. The charges were dropped by the District Attorney. Mr. Bense is concerned not only about the seemingly illegal raids, but also about the fact that the police has the membership lists and the dangerous possibilities of how the lists could be used.

Commissioner Bermudez, along with Beatrice Johnston-Hernandez and others, described other instances of police brutality and interference with citizens' lives. A discussion of problems with the Office of Citizen Complaints ensued, but no action was taken since that wasn't on the agenda.

The Committee expressed outrage at the police actions, and decided to invite the Southern Station Captain to the September meeting, along with the police liaison to the Lesbian/Gay Community. Lester Olmstead-Rose and other interested members will work with Buzz Bense in developing further information. Additionally, the Social Issues/Police Liaison Committee will be kept informed and possibly invited to future meetings.

7) Hate Violence: Lester Olmstead-Rose reported that October 18 is the tentative date for a public hearing on hate violence. A planning committee, consisting of HRC Commissioners and staff, and the Coalition for Civil Rights, has been meeting to plan the hearing. The goals of the hearings (which may take two nights) will include identifying the problem of hate violence in San Francisco, identifying existing programs in San Francisco and other communities, and developing a plan to deal with the problem involving police, schools, social agencies, government agencies, and others.

8) Domestic Partnership: Mr. Brinkin gave an update of the status of the legislation, pointing out that the Task Force looking at health benefits for City employees' partners is now meeting. Since it is not part of the legislation, the referendum did not stop it from doing its work. A discussion took place regarding recent reports of possible IRS problems with health benefits for domestic partners. An IRS Code Section would seem to tax these benefits as income, but the Section is controversial and the effects still unknown.

9) Announcements of upcoming events were made.

10) Calendar Matters: The next L/GAC meeting will be September 19 at 5:30 P.M.

11) Adjournment: The meeting ws adjourned by Commissioner Graff at 7:10 P.M.

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

LESBIAN/GAY ADVISORY COMMITTEE

****

Date: Tuesday, September 19, 1989

Time: 5:30 - 7:30 PM

Location: State Building
350 McAllister Street
Room 1159

****

AGENDA:

1)	Adoption of the Minutes of August 15, 1989	5 min.
2)	Commissioner Report	5 min.
3)	Staff Report - staff changes	10 min.
4)	Police and Private Clubs (con't from August meeting)- Captain Petrini, Southern Station, SFPD - possible action	45 min.
5)	Update on HIV and Immigration- Penny Chronis	30 min.
6)	Update on the Ratzinger Project	10 min.
7)	New Business/Old Business	5 min.
8)	Announcements	5 min.
9)	Calendar Matters	5 min.

L/GAC Members: If you cannot attend the meeting, please call Norm Nickens at 558-4901

Note: This is a public meeting. At the discretion of the Chair, public comment may be heard after committee discussion of a specific item on the agenda.

L/GAC-NN

(415) 558-4901 Suite 501, 1095 Market Street San Francisco 94103

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise

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Agenda

LESBIAN/GAY ADVISORY COMMITTEE
****

Date: Tuesday, December 19, 1989

Time: 5:30 - 7:30 p.m.

Location: War Memorial Building
401 Van Ness Avenue
Room 110B (first floor)

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1)	Adoption of the Minutes of November 21, 1989	5 min.
2)	Commissioner Report	15 min.
3)	Staff Report	5 min.
4)	Discussion of recent actions involving SF Police Department - including private clubs and public demonstrations	20 min.
5)	Discussion of Ratzinger Project and relations between Lesbian/Gay community and Catholic Archdiocese	45 min.
6)	Announcements	5 min.
7)	Calendar Matters	5 min.

L/GAC Members: If you cannot attend the meeting, please call Larry at 558-4901.

This is a public meeting. At the discretion of the Chair, public comment may be heard after committee discussion of a specific item on the agenda.

L/GAC - 1b

City and County of San Francisco

Human Rights Commission

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Agenda

LESBIAN/GAY ADVISORY COMMITTEE
****

Date: Tuesday, January 16, 1990

Time: 5:30 - 7:30 p.m.

Location: War Memorial Building
401 Van Ness Avenue
Room 110B (first floor)

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1)	Adoption of the Minutes of December 19, 1989	5 min.
2)	Commissioner Report	15 min.
3)	Staff Report	5 min.
4)	Discussion of L/GAC Membership Policy and Practice	20 min.
5)	Discussion of Ratzinger Project and relations between Lesbian/Gay community and Catholic Archdiocese	30 min.
6)	Update on "Hate No More" Public Hearings	10 min.
7)	Announcements	5 min.
8)	Calendar Matters	5 min.

L/GAC Members: If you cannot attend the meeting, please call Norm or Larry at 558-4901.

This is a public meeting. At the discretion of the Chair, public comment may be heard after committee discussion of a specific item on the agenda.

L/GAC - 1b

(415) 558-4901 Suite 501, 1095 Market Street San Francisco 94103

30.45

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FEB 16 1990

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LESBIAN/ GAY ADVISORY COMMITTEE
****

Date: Tuesday, February 20, 1990

Time: 5:30 - 7:30 PM

Location: War Memorial Building
401 Van Ness Avenue
Room 110B (First Floor)
San Francisco, CA
****

AGENDA:

1)	Adoption of the Minutes of January 16, 1990	5 min.
2)	Commission Report	10 min.
3)	Staff Report - Introduction of Jerry Davis	5 min.
4)	Public Hearings - Discussion of: A) Hate Violence Hearings B) Mayor's Task Force on Family Policy C) Mayor's HIV Task Force	45 min.
5)	Update on HIV and immigration	10 min.
6)	Update on Police and Private Clubs	5 min.
7)	Disscussion of L/GAC membership and direction	30 min.
8)	New/ Old Business	5 min.
9)	Announcements	5 min.
10)	Calendar Matters	5 min.

L/GAC Members: If you are unable to attend the meeting, please notify Norm Nickens at 558-4901. Unexcused absences may result in removal from the Committee.

NOTE: This is a public meeting. At the discretion of the Chair, public comment may be heard after Committee discussion of a specific agenda item.

L/GAC - NN

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City and County of San Francisco

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MEETING NOTICE:

LESBIAN/ GAY ADVISORY COMMITTEE
****

Tuesday, March 20, 1990
5:30 - 7:30 PM
War Memorial Building
401 Van Ness Avenue
Room 110B (first floor)

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AGENDA:

1)	Minutes	5 Min.
2)	Commission Report	10 Min.
3)	Staff Report	15 Min.
4)	Mayor's HIV Task Force Report: request for endorsement	20 Min.
5)	Mayor's Family Policy Task Force Hearing	10 Min.
6)	Gay & Lesbian Alliance Against Defamation (GLAA) - Presentation	30 Min.
7)	Up-date on L/GAC Membership and Retreat	10 Min.
8)	Old/ New Business	10 Min.
9)	Announcements	5 Min.
10)	Adjournment	

NOTICE: This is a public meeting. At the discretion of the Chair, public comment can be heard following Committee discussion of agenda items. Members of the Committee who will be unable to attend the meeting should notify Larry Brinkin or Norm Nickens at 558-4901.

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LESBIAN/ GAY ADVISORY COMMITTEE
****

Date: Tuesday, April 17, 1990

Time: 5:30 - 7:00 PM

Location: War Memorial Building
401 Van Ness Avenue
Room 110B (First Floor)
San Francisco, CA
****

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AGENDA:

1)	Adoption of the Minutes of March 20, 1990	5 min.
2)	Commission Report	5 min.
3)	Staff Report	5 min.
4)	Legislative report for Washington - Steve Morin, Congresswoman Pelosi's Office	30 min.
5)	Mayor's HIV Task Force - Chris Collins, AIDS Office, DPH	20 min.
6)	Mayor's Family Policy Task Force Jerry Davis, HRC	10 min.
7)	New/ Old Business	5 min.
8)	Announcements	5 min.

L/GAC Members: If you are unable to attend the meeting, please notify Norm Nickens at 558-4901. Unexcused absences may result in removal from the Committee.

NOTE: THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC AGENDA ITEM

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Agenda

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LESBIAN/ GAY ADVISORY COMMITTEE

Date: Tuesday, May 15, 1990

Time: 5:30 - 7:00 PM

Location: War Memorial Building
401 Van Ness Avenue
Room 110B (first floor)

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1)	Adoption of the Minutes of April 17, 1990	5 min.
2)	Commission Report	15 min.
3)	Staff Report	10 min.
4)	Up-date on Mayor's Family Policy Task Force	10 min.
5)	Discussion of Lesbian/Gay programs for the Unified School District - action item (Tom Ammiano invited speaker)	30 min.
6)	Discussion of International AIDS Conference - HRC involvement in planned march/ and in L/G Parade & Booth	30 min.
7)	Announcements	5 min.
8)	Calendar Matters	5 min.

L/GAC Members: If you cannot attend the meeting please notify Norm or Larry at 558-4901. Unexcused absences may result in removal from the Committee.

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[AGENDA]

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LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, JUNE 19, 1990

TIME: 5:30 - 7:00 PM

LOCATION: WAR MEMORIAL BUILDING
401 VAN NESS AVENUE
ROOM 110B (FIRST FLOOR)

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)	ADOPTION OF MINUTES OF MAY 15, 1990	5 MIN.
)	COMMISSION REPORT	10 MIN.
)	STAFF REPORT	10 MIN.
)	DISCUSSION OF MAYOR'S FAMILY POLICY REPORT - (REPORT WILL BE DISTRIBUTED AT THE MEETING)	10 MIN.
)	DISCUSSION OF LESBIAN/GAY STUDENT PROGRAMS - POSSIBLE ACTION RE: YOUTH AND EDUCATION COMMITTEE OF HRC	30 MIN.
)	L/GAC MEMBERSHIP AND JULY RETREAT PLANNING	30 MIN.
)	ANNOUNCEMENTS	5 MIN.
)	CALENDAR MATTERS	5 MIN.

/GAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING PLEASE OTIFY NORM NICKENS OR LARRY BRINKIN AT 558-4901. UNEXCUSED BSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

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[AGENDA]

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LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, JUNE 19, 1990

TIME: 5:30 - 7:00 PM

LOCATION: WAR MEMORIAL BUILDING
401 VAN NESS AVENUE
ROOM 110B (FIRST FLOOR)

****

1)	ADOPTION OF MINUTES OF MAY 15, 1990	5 MIN.
2)	COMMISSION REPORT	10 MIN.
3)	STAFF REPORT	10 MIN.
4)	DISCUSSION OF MAYOR'S FAMILY POLICY REPORT - (REPORT WILL BE DISTRIBUTED AT THE MEETING)	10 MIN.
5)	DISCUSSION OF LESBIAN/GAY STUDENT PROGRAMS - POSSIBLE ACTION RE: YOUTH AND EDUCATION COMMITTEE OF HRC	30 MIN.
6)	L/GAC MEMBERSHIP AND JULY RETREAT PLANNING	30 MIN.
7)	ANNOUNCEMENTS	5 MIN.
8)	CALENDAR MATTERS	5 MIN.

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LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, JULY 17, 1990

TIME: 5:30 - 7:00 PM

LOCATION: WAR MEMORIAL BUILDING
401 VAN NESS AVENUE
ROOM 110B (FIRST FLOOR)

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1)	ADOPTION OF MINUTES OF June19, 1990	5 MIN.
2)	COMMISSION REPORT	10 MIN.
3)	STAFF REPORT	10 MIN.
4)	DISCUSSION OF LOS ANGELES COUNTY COMMISSIONON WOMEN	15 MIN.
5)	DISCUSSION OF HRC RESOLUTION RE: ACT-UP AND SECRETARY SULLIVAN	30 MIN.
6)	L/GAC MEMBERSHIP AND AUGUSTRETREAT PLANNING	30 MIN.
7)	ANNOUNCEMENTS	5 MIN.
8)	CALENDAR MATTERS	5 MIN.

L/GAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING PLEASE NOTIFY NORM NICKENS OR LARRY BRINKIN AT 558-4901. UNEXCUSED ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

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LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, AUGUST 21, 1990

TIME: 5:30 - 7:00 PM

LOCATION: WAR MEMORIAL BUILDING
401 VAN NESS AVENUE
ROOM 110B (FIRST FLOOR)

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1)	ADOPTION OF MINUTES OF JULY 17, 1990	5 MIN.
2)	COMMISSION REPORT	10 MIN.
3)	STAFF REPORT	10 MIN.
4)	DISCUSSION OF L/GAC RETREAT	15 MIN.
5)	DISCUSSION OF HRC RESOLUTION RE: ACT-UP AND SECRETARY SULLIVAN	30 MIN.
6)	DISCUSSION OF DOMESTIC PARTNERSHIP PROPOSAL	30 MIN.
7)	UP-DATE ON POLICE AND PRIVATE CLUBS	15 MIN.
8)	CALENDAR MATTERS	5 MIN.
9)	ANNOUNCEMENTS	5 MIN.

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LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, SEPTEMBER 18, 1990

TIME: 5:30 - 7:30 PM

LOCATION: WAR MEMORIAL BUILDING
401 VAN NESS AVENUE
ROOM 110B (FIRST FLOOR)

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1)	ADOPTION OF MINUTES OF AUGUST 21, 1990	5 MIN.
2)	COMMISSION REPORT	10 MIN.
3)	STAFF REPORT - INTRODUCTION OF NEW STAFF	10 MIN.
4)	DISCUSSION OF SPONSORSHIP OF FORUM ON PROPOSITION K (DOMESTIC PARTNERSHIP) - POSSIBLE ACTION	45 MIN.
5)	DISCUSSION OF HRC RESOLUTION RE: ACT-UP AND SECRETARY SULLIVAN	15 MIN.
6)	UP-DATE ON POLICE AND PRIVATE CLUBS	15 MIN.
7)	DISCUSSION OF SCHOOL BOOKS AND CURRICULUM - POSSIBLE ACTION	15 MIN.
8)	CALENDAR MATTERS	5 MIN.
9)	ANNOUNCEMENTS	5 MIN.

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LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, OCTOBER 16, 1990

TIME: 5:30 - 7:00 PM

LOCATION: WAR MEMORIAL BUILDING
401 VAN NESS AVENUE
ROOM 110B (FIRST FLOOR)

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1)	ADOPTION OF MINUTES OF SEPTEMBER 18, 1990	5 MIN.
2)	COMMISSION REPORT	10 MIN.
3)	STAFF REPORT	10 MIN.
4)	DISCUSSION OF HRC HATE VIOLENCE PROGRAM	45 MIN.
5)	DISCUSSION OF HRC RESOLUTION RE: ACT-UP AND SECRETARY SULLIVAN	15 MIN.
6)	DISCUSSION HALLOWEEN DEMONSTRATIONS	15 MIN.
7)	CALENDAR MATTERS	5 MIN.
8)	ANNOUNCEMENTS	5 MIN.

L/GAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING PLEASE NOTIFY NORM NICKENS OR LARRY BRINKIN AT 558-4901. UNEXCUSED ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

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LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, NOVEMBER 20, 1990

TIME: 5:30 - 7:30 PM

LOCATION: WAR MEMORIAL BUILDING
401 VAN NESS AVENUE
ROOM 110B (FIRST FLOOR)

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1)	ADOPTION OF MINUTES OF OCTOBER 16, 1990	5 MIN.
2)	COMMISSION REPORT	10 MIN.
3)	STAFF REPORT - UPDATE ON LEGISLATION	15 MIN.
4)	DISCUSSION OF REPORT ON DOMESTIC PARTNERSHIP	30 MIN.
5)	DISCUSSION OF NGO AIDS CONFERENCE	30 MIN.
6)	CALENDAR MATTERS	5 MIN.
7)	ANNOUNCEMENTS	5 MIN.

L/GAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING PLEASE NOTIFY NORM NICKENS OR LARRY BRINKIN AT 558-4901. UNEXCUSED ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

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LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, DECEMBER 18, 1990

TIME: 5:30 - 7:00 PM

LOCATION: WAR MEMORIAL BUILDING
401 VAN NESS AVENUE
ROOM 110B (FIRST FLOOR)

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1)	ADOPTION OF MINUTES OF DECEMBER 20, 1990	5 MIN.
2)	COMMISSION REPORT	10 MIN.
3)	STAFF REPORT	15 MIN.
4)	DISCUSSION OF POLICE AND OCC	30 MIN.
5)	DISCUSSION OF NGO AIDS CONFERENCE	10 MIN.
6)	CALENDAR MATTERS	5 MIN.
7)	ANNOUNCEMENTS	5 MIN.

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AGENDA

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LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, JANUARY 22, 1991

TIME: 5:30 - 7:00 PM

LOCATION: WAR MEMORIAL BUILDING
401 VAN NESS AVENUE
ROOM 110B (FIRST FLOOR)

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1)	ADOPTION OF MINUTES OF DECEMBER 20, 1990	5 MIN.
2)	COMMISSION REPORT	10 MIN.
3)	STAFF REPORT - LEGISLATION, APPOINTMENTS, WOMEN'S HEALTH HEARINGS, DOMESTIC PARTNERSHIP UPDATE	15 MIN.
4)	DISCUSSION OF POLICE AND OCC	30 MIN.
5)	DISCUSSION OF LESBIANS/GAYS AND THE MILITARY	20 MIN.
6)	CALENDAR MATTERS	5 MIN.
7)	ANNOUNCEMENTS	5 MIN.

L/GAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING PLEASE NOTIFY NORM NICKENS OR LARRY BRINKIN AT 558-4901. UNEXCUSED ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

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LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, FEBRUARY 19, 1991

TIME: 5:30 - 7:00 PM

LOCATION: WAR MEMORIAL BUILDING
401 VAN NESS AVENUE
ROOM 110B (FIRST FLOOR)

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1)	ADOPTION OF MINUTES OF JANUARY 22, 1991	5 MIN.
2)	COMMISSION REPORT - INTRODUCTION OF ED LEE, EXECUTIVE DIRECTOR, HRC	10 MIN.
3)	STAFF REPORT - L/GAC MEMBERSHIP	10 MIN.
4)	UPDATE ON PROJECT 10 - KEVIN GOGIN	20 MIN.
5)	DISCUSSION OF LESBIAN/GAYS AND THE MILITARY - PAUL DIDONATO, NATIONAL GAY RIGHTS ADVOCATES	20 MIN.
6)	POLICE AND OCC DISCUSSION	20 MIN.
7)	UPDATE ON DOMESTIC PARTNERSHIP	10 MIN.
8)	CALENDAR MATTERS	5 MIN.
9)	ANNOUNCEMENTS	5 MIN.

L/GAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING PLEASE NOTIFY NORM NICKENS OR LARRY BRINKIN AT 558-4901. UNEXCUSED ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

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LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, MARCH 19, 1991

TIME: 5:30 - 7:00 PM

LOCATION: WAR MEMORIAL BUILDING
401 VAN NESS AVENUE
ROOM 110B (FIRST FLOOR)

****

1)	ADOPTION OF MINUTES OF FEBRUARY 19, 1991	5 MIN.
2)	COMMISSION REPORT	10 MIN.
3)	STAFF REPORT - L/GAC MEMBERSHIP	30 MIN.
4)	DISCUSSION OF LESBIAN/GAYS AND THE MILITARY - PAUL DIDONATO, NATIONAL GAY RIGHTS ADVOCATES	20 MIN.
5)	DISCUSSION OF L/GAC RETREAT	20 MIN.
6)	CALENDAR MATTERS	5 MIN.
7)	ANNOUNCEMENTS	5 MIN.

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Human Rights Commission

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Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

****

LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, APRIL 16, 1991

TIME: 5:30 - 7:00 PM

LOCATION: HUMAN RIGHTS COMMISSION
1170 MARKET STREET
5TH FLOOR CONFERENCE ROOM

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AGENDA

PLEASE NOTE NEW MEETING LOCATION

1)	ADOPTION OF MINUTES OF MARCH 19, 1991	5 MIN.
2)	COMMISSION REPORT	10 MIN.
3)	STAFF REPORT	10 MIN.
4)	REPORT ON AIDS AND HOMELESSNESS	30 MIN.
5)	DISCUSSION OF L/GAC RETREAT	30 MIN.
6)	CALENDAR MATTERS	5 MIN.
7)	ANNOUNCEMENTS	5 MIN.

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(415) 252-2500 1170 Market St., #500 San Francisco 94102-4908

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Edwin M. Lee
Director

[AGENDA]

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LESBIAN/GAY ADVISORY COMMITTEE

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DATE: TUESDAY, MAY 21, 1991

TIME: 5:30 - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
1170 MARKET STREET, 5TH FLOOR
SAN FRANCISCO, CA

****

1)	ADOPTION OF THE MINUTES OF APRIL 16, 1991	5 MIN.
2)	COMMISSION REPORT	10 MIN.
3)	STAFF REPORT - DISCUSSION OF NATIONAL AIDS COMMISSION HEARINGS	10 MIN.
4)	DISCUSSION OF PROPOSED SEXUAL MINORITY SANCTUARY RESOLUTION - MOTION FOR ENDORSEMENT	45 MIN.
5)	UPDATE ON WOMEN AND AIDS/HIV	20 MIN.
6)	DISCUSSION OF HRC MEETING IN CASTRO	15 MIN.
7)	UPDATE ON L/GAC RETREAT	15 MIN.
8)	CALENDAR MATTERS	5 MIN.
9)	ANNOUNCEMENTS	5 MIN.

L/GAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING PLEASE NOTIFY NORM NICKENS AT 252-2507. UNEXCUSED ABSENCES WILL RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

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LESBIAN/GAY ADVISORY COMMITTEE
MINUTES OF MEETING OF APRIL 16, 1991

****

Next Meeting:

Tuesday, May 21, 1991
Human Rights Commission
1170 Market Street, 5th Floor
5:30 - 7:30 p.m.

****

Commissioners Present: Adrian Bermudez, Jr., Lenore Chinn.

Committee Members Present: Mark Baldwin, Penny Chronis, Ken Jones, Veneita Porter, Judith Stevenson, Simeon White, John Wilhite, Darrell Yee.

Committee Members Absent: Allan Berube (excused), Lani Kaahumanu, Phyllis Lyon (excused), Lester Olmstead-Rose (excused), Tara Shannon.

Staff Members Present: Paula Brantner (intern), Larry Brinkin, Cynthia Goldstein, Norm Nickens.

Guests: Mark Freeman and Tony Patchell (Healthcare for the Homeless, DPH), Chris Kinney (Woman, Inc.).

The meeting was called to order by Commissioner Lenore Chinn at 5:35 p.m.

(1) Minutes. It was ***M/S/C to approve the minutes of the March 19, 1991 meeting as written.

(2) Commission Report. Commissioner Chinn reported that the Commission meeting of April 11, 1991, was held in the Bayview Hunters Point neighborhood and was the fourth neighborhood meeting held by the Commission. She reported that it was well attended by representatives from that neighborhood and that it offered a valuable forum for the Commission to hear the needs and thoughts of the local community.

Commissioner Chinn also reported that the Commission unanimously approved the three letters requested by L/GAC at its last meeting. These letters are: (1) to Lambda Legal Defense and Education Fund regarding its sponsorship of a benefit using the Broadway play Miss Saigon; (2) to President Bush regarding discrimination against Lesbians, Gay men and Bisexuals who serve in the military; and (3) to David Dinkins, Mayor of New York City, commending him on his support of Lesbian/Gay/Bisexual

rights as evidenced by his marching in the St. Patrick's Day Parade with the lesbian/gay/bisexual contingent.

(3) Staff Report. Norm Nickens introduced Mark Baldwin and John Wilhite as the two newly appointed members of L/GAC, commenting that they both unanimously were recommended by the L/GAC Selection Committee.

Norm reported that a Correspondence File would be circulated at this and future meetings for Committee members to review. He further reported that the next Commission meeting scheduled to be held in a San Francisco neighborhood would be held in the Castro on Thursday, June 27, 1991 in the evening. He stated that this would be an item discussed at the L/GAC retreat and that L/GAC would be responsible for helping organize this meeting.

(4) AIDS and Homelessness. Tony Patchell and Mark Freeman spoke on AIDS and the Homeless in San Francisco and the work that they do for that community. They explained that they provide outreach to the street, to shelters and at the Ambassador Hotel, which is a privately run single room occupancy hotel housing a large number of PWAs. They provide some medical services and a great deal of counseling and support around HIV-related issues.

They described some of the problems this population faces as the very basic problems of lack of resources for food, shelter, clothing and medical care. Other problems include substance abuse, mental illness, long histories of physical and sexual abuse, and discrimination. They noted that Transvestite and Transsexual individuals are particularly disenfranchised.

They noted that while there are a large number of homeless in San Francisco with HIV-related illnesses, because of a strong education and prevention program, San Francisco does not have as large a population of HIV positive homeless as is seen in urban areas on the east coast. They described the Ambassador Hotel as an example of a private effort that provides valuable services in a cost effective manner.

Norm raised the question of how the Commission could better serve this population. The possibility of the HRC participating in a drop-in clinic already being sponsored by the AIDS Legal Referral Panel and held at the Ambassador Hotel was discussed. Ken Jones asked whether the Mayor's HIV Task Force addressed the needs of this population. Judith Stevenson said it did not, which is why this presentation at L/GAC had been requested. There was a discussion on how Ryan White/Care Bill monies were being spent on addressing the needs of the HIV infected homeless.

Commissioner Bermudez stated that he believes the government is not addressing the needs of this community or really dealing with AIDS in general. Instead, he stated that agencies are

fighting over a small amount of money, caught up in the politics rather than providing actual services. He suggested that agencies be questioned and monitored as to how their monies are being spent.

Tony Patchell offered to take any interested L/GAC members with him on his rounds, including to the Ambassador, to see for themselves what is going on with HIV-positive homeless.

(5) L/GAC Retreat. Norm raised the issue of the L/GAC Retreat scheduled for Saturday, April 20, 1991. He passed out copies of a proposed agenda. Darrell Yee will be contributing the cost of catering lunch for the Retreat.

Judith suggested that the amount of time allocated on the proposed agenda for discussion of future L/GAC program was too small. She suggested that time spent on introductory information be reduced and time for discussion be enlarged.

Commissioner Bermudez stated that he wanted to have L/GAC take action on the Sanctuary resolution which will be before the Board of Supervisors in June. The possibility of waiting to calendar this item until the May L/GAC meeting was discussed. Commissioner Chinn suggested that information on the Resolution be available at the Retreat so that L/GAC can act on it if it so chooses.

(6) Announcements. Judith announced that a coalition of mental health professionals, including herself as a representative of the Lavender Health Action Alliance, was able to block Department of Public Health Director Ray Baxter from appointing a replacement for Reiko True in a manner which would avoid following civil service rules mandating minimum qualifications. He will be allowed to appoint a one-year temporary appointee for the position, but that individual will be required to meet minimum qualifications.

Larry Brinkin stated that Paula Brantner, an intern who has worked with him this year, was leaving the Commission. He wanted publicly to thank her for her hard work of high quality. Darrell Yee moved to publicly acknowledge Paula's valuable contribution to the work of the Commission. It was ***M/S/C/ unanimously to do so.

(7) Adjournment. The meeting was adjourned at 6:40 p.m.

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
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Edwin M. Lee
Director

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LESBIAN/GAY ADVISORY COMMITTEE AGENDA

DATE: TUESDAY, JUNE 18, 1991

TIME: 5:30 - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
1170 MARKET STREET, 5TH FLOOR
SAN FRANCISCO, CA

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1)	ADOPTION OF THE MINUTES OF MAY 21, 1991	5 MIN.
2)	COMMISSION REPORT - NEW APPOINTMENTS	10 MIN.
3)	STAFF REPORT - DISCUSSION OF NATIONAL AIDS COMMISSION HEARINGS, INTERNS, MOTION RE: WOMEN AND AIDS/HIV, MOTION RE: PBS DOCUMENTARY	30 MIN.
4)	DISCUSSION OF PROPOSED SEXUAL MINORITY SANCTUARY RESOLUTION	15 MIN.
5)	DISCUSSION OF HRC MEETING IN CASTRO	30 MIN.
6)	UPDATE ON L/GAC RETREAT RECOMMENDATIONS	15 MIN.
7)	CALENDAR MATTERS	5 MIN.
8)	ANNOUNCEMENTS	5 MIN.

L/GAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING PLEASE NOTIFY NORM NICKENS AT 252-2507. UNEXCUSED ABSENCES WILL RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA

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LESBIAN/GAY ADVISORY COMMITTEE
MINUTES OF MEETING OF MAY 21, 1991

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Next Meeting:

Tuesday, June 18, 1991
Human Rights Commission
1170 Market Street, 5th Floor
5:30 - 7:30 p.m.

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Commissioners Present: Lenore Chinn, May Jaber.

Committee Members Present: Mark Baldwin, Penny Chronis, Ken Jones, Jeremy Landau, Phyllis Lyon, Tara Shannon, Judith Stevenson, Simeon White, John Wilhite, Darrell Yee.

Committee Members Absent: Allan Berube (excused), Lani Kaahumanu (excused), Veneita Porter, (excused), Lester Olmstead-Rose (excused).

Staff Members Present: Jerry Davis, Cynthia Goldstein, Jacquie Hale, Norm Nickens.

Guests: Doug Beebe (Queer Planet/Queer Nation); Dennis Conkin (Bay Area Reporter); Jean K. Harris (Supervisor Britt's office); David Hill (Black Caucus, Harvey Milk Memorial Democratic Club); Irwin Keller, Esq. (Queer Nation); Del Martin (GLOE); Kerrington Osborne, III (AIDS Legal Referral Panel), Alonso Reese (Black Caucus, Harvey Milk Memorial Democratic Club).

The meeting was called to order by Commissioner Lenore Chinn at 5:35 p.m.

(1) Minutes. It was ***M/S/C to approve the minutes of the April 16, 1991 meeting as written.

(2) Commission Report. Commissioner Chinn stated that she did not have a formal Commission report to make but that she wanted to open the floor for any Committee members to speak on the recent removal of Adrian Bermudez, Jr. from the Human Rights Commission and from the Lesbian/Gay Advisory Committee. Ken Jones moved that a letter be sent to former Commissioner Bermudez thanking him for his passion and caring.

It was ***M/S/C to send such a letter.

(3) Staff Report. Norm Nickens passed out the Lesbian/Gay and AIDS Unit's circulating file, suggesting that Committee members review it for information of interest. Norm reported

that there are three vacancies on the Committee and that applications currently are being accepted. He stated that the Committee is particularly interested in representatives from the PWA community, the disabled community and the latina community. Norm reported that the National Commission on AIDS recently held hearings in San Francisco on AIDS and sexuality and AIDS in the Asian Community. The Commission's Director, Ed Lee, gave testimony before the Commission on AIDS in the Asian community. Norm also stated that the Commission has invited him to speak to them on issues of discrimination against people with HIV disease and that he will be traveling to Denver in June to do so.

Norm reported that National Gay Rights Advocates has gone out of business due to an inability to raise sufficient funds. Cynthia Goldstein reported that L/GAC member Lani Kaahumanu wanted to inform other Committee members that NGRA's files and materials would be distributed to interested non-profit organizations. Lani encouraged any Committee member interested in receiving some of these material to contact her.

(4) Sexual Minority Sanctuary Resolution. Norm introduced Irwin Keller from Queer Nation who had been invited to attend the meeting to address some of the Committee's concerns regarding the language and process involved in drafting the Sexual Minority Sanctuary Resolution. Irwin stated that he was involved in the writing the initial draft of the Resolution that had been sent to the Board of Supervisors. He responded to some of the questions raised in the L/GAC letter of inquiry which had been sent to the members of the Board of Supervisors who currently are sponsoring the legislation. He stated that there was still time for interested community members and legislators to work together on redrafting the legislation and that he would volunteer to undertake additional research on remaining issues.

Kerrington Osborne spoke about his concern that people of color were not represented in the process that created this Resolution. He stated that this was especially troublesome to him because of the great impact that the legislation could have on people of color, both in the United States and abroad. He stated that he worked with a coalition of people of color, and others, to develop a draft of the legislation that he intended to offer to the Board of Supervisors for consideration. He emphasized that legislation can be symbolic, but that it must be responsible as well, and avoid the creation of false hopes.

Jean Harris, aide to Supervisor Harry Britt, thanked the groups who worked on drafting language for the Resolution and stated that she especially appreciated suggestions that were given to her in writing. She stated that a public hearing was being planned for June 5th at which testimony would be solicited

from lesbians and gay men who have suffered persecution because of their sexual minority status. She stated that the legislation is not in its final form and that input still was being accepted.

Committee members were then offered the opportunity to ask questions of the various speakers present. Judith Stevenson asked whether the protections offered to the persecuted under the legislation would be real or symbolic. Jean Harris stated that city employees would be prohibited from assisting anyone else, such as representative of the federal government, in their efforts to persecute sexual minorities. Kerrington Osborne stated that the law does not allow San Francisco to protect someone who is being extradited under federal law.

Jeremy Landau thanked Kerrington for his work and asked whether there was any real hope of persuading Amnesty International to include persecuted sexual minorities in the list of groups they will protect. Kerrington suggested that by working through Amnesty USA this issue could be pushed onto the agenda of Amnesty International.

John Wilhite moved to table this issue until after the June 5th public hearing and to decide whether to support this Resolution after final language has been adopted. Darrell Yee seconded this motion. The motion failed.

Judith Stevenson moved that L/GAC support the concept of San Francisco becoming a refuge for sexual minorities and reserve support of specific language until such language has been revised and finalized. She suggested that a final version of the Resolution could be brought to the June 18, 1991 L/GAC meeting and, if endorsed, voted on by the Commission at its June 20, 1991 meeting.

Ken Jones and Jeremy Landau both expressed concern over endorsing a concept where the process which developed the concept was not an open one.

***It was M/S/C to:

a) endorse the concept of the City of Refuge Resolution for Sexual Minorities

b) direct staff to work with all interested parties to revised the language of the Resolution; and

c) report back to L/GAC at its next scheduled meeting.

(5) Women and AIDS/HIV Workplan. Cynthia Goldstein outlined the Women and AIDS/HIV Workplan that she developed for the Commission. She explained that women with AIDS/HIV in San Francisco have been under-served by the Commission and that, as the number of women with AIDS/HIV increases, it will be important for the Commission to implement a plan of outreach to better serve them. She described the outreach plan to include meeting with AIDS service providers who work with women client and going to support groups of women with AIDS/HIV to inform them of the Commission's services; publishing and disseminating literature on these services; and investigating the usefulness of holding intake clinics at other organizations where women go for assistance.

(6) Castro Neighborhood Meeting. Norm explained that due to illness and a family emergency, the Lesian/Gay and AIDS Unit has been short staffed over the past month. He explained that added assistance from L/GAC members will be needed in organizing the June 20, 1991 meeting of the Commission. This is a neighborhood meeting scheduled to be held at Douglas School, located in the Castro neighborhood. He stated that the Committee can assist with contacting media and participating in interviews; distributing press releases and meeting notices; and submitting materials suitable for a Commission briefing package, which will provide background information for the Commissioners on neighborhood groups and activities. Norm stated that he will need 4-6 volunteers for the night of the meeting to assist with an informal reception for the Commissioners and invited guests. Jacquie Hale described the proposed agenda for the meeting. Ken Jones asked whether the Commissioners will be given a tour of the neighborhood after the meeting. Norm replied that because of the length of the meeting, such a tour could be offered on a voluntary basis.

(7) L/GAC Retreat. Norm requested that meeting times be established for the L/GAC subcommittees that were formed at the recent L/GAC Retreat. Mark Baldwin offered to chair a meeting of the Resource Development Subcommittee at the San Francisco AIDS Foundation. A meeting of that group was set for Friday, May 31st, at 12:00. The Open House Subcommittee agreed to meet on Friday, June 7th at 6:00 p.m. at the Elephant Walk on Castro Street. Ken Jones agreed to act as chair. Simeon White agreed to chair the Racism in the Lesbian/Gay/Bisexual Community Subcommittee which decided to meet on Wednesday, May 29th at 6:00 p.m. at the Commission offices. Norm agreed to send out meeting notices for each of these meetings.

(8) Announcements. Judith Stevenson announced that Operation Concern is scheduled to host Mayor Agnos at a reception to thank the City for a mural project and sculpture that the City has funded at O.C.'s new, expanded offices. She regretted to inform the Committee that the only time this reception could take place, due to scheduling conflicts with the Mayor, was on June 18, the date of the next L/GAC meeting. Judith encouraged the Committee to come the reception after next month's meeting was adjourned.

Jeremy Landau announced that he was happy to be back and that he may ask, at the June meeting, to have a leave from his leave of absence.

Mark Baldwin announced that he had copies of the San Francisco AIDS Foundation's most recent newsletters and annual report for interested Committee members.

Tara Shannon announced that she was still looking for access to medicines for BAPAC.

(9) Adjournment. The meeting was adjourned at 7:20 p.m.

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

AGENDA

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LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, JULY 16, 1991

TIME: 5:30 - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
1170 MARKET STREET, 5TH FLOOR
SAN FRANCISCO, CA 94102

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1) ADOPTION OF THE MINUTES OF JUNE 18, 1991	5 MIN.
2) COMMISSION REPORT - INTRODUCTION OF COMMISSIONER DEBRA PELL; CASTRO NEIGHBORHOOD MEETING	15 MIN.
3) STAFF REPORT - DISCUSSION OF NATIONAL AIDS ROUNDTABLE MEETING; FREEDOM DAY BOOTH; DENTAL CASE; UPDATE ON AB 101	15 MIN.
5) DISCUSSION OF PROPOSED ACTION ITEM: CANCELLATION OF INTERNATIONAL LESBIAN/GAY CONFERENCE	15 MIN.
4) UPDATE ON L/GAC TASK FORCE MEETINGS	30 MIN.
5) CALENDAR MATTERS	5 MIN.
6) ANNOUNCEMENTS	5 MIN.

L/GAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING PLEASE NOTIFY NORM NICKENS AT 252-2507. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

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Edwin M. Lee
Director

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AGENDA

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LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, AUGUST 20, 1991

TIME: 5:30 - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
1170 MARKET STREET, 5TH FLOOR
SAN FRANCISCO, CA 94102

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1) ADOPTION OF THE MINUTES OF JULY 16, 1991	5 MIN.
2) COMMISSION REPORT	10 MIN.
3) STAFF REPORT - MANDATORY TESTING PROPOSALS, POLICE DISCIPLINE HEARINGS, CDC DIAGNOSIS CHANGE	30 MIN.
4) DISCUSSION OF L/GAC RECEPTION	25 MIN.
5) REPORT FROM RACISM COMMITTEE	25 MIN.
6) UNITED WAY/BOY SCOUTS	15 MIN.
7) CALENDAR MATTERS	5 MIN.
8) ANNOUNCEMENTS	5 MIN.

L/GAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING PLEASE NOTIFY NORM NICKENS AT 252-2507. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

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LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, SEPTEMBER 17, 1991

TIME: 5:30 - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
1170 MARKET STREET, 5TH FLOOR
SAN FRANCISCO, CA

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1)	ADOPTION OF THE MINUTES OF AUGUST 20, 1991	5 MIN.
2)	COMMISSION REPORT	10 MIN.
3)	STAFF REPORT	10 MIN.
4)	DISCUSSION OF L/GAC RECEPTION	10 MIN.
5)	DISCUSSION OF POLICE DISCIPLINE REPORT	30 MIN.
6)	DISCUSSION OF PROPOSED "CARDING" LEGISLATION	20 MIN.
7)	DISCUSSION OF POLICE OFFICERS ASSOCIATION	10 MIN.
8)	CALENDAR MATTERS	5 MIN.
9)	ANNOUNCEMENTS	5 MIN.

L/GAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING PLEASE NOTIFY NORM NICKENS AT 252-2507. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

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[illegible]

DATE: [illegible] AUGUST[illegible] 1[illegible], 1[illegible]

TIME: 2:00 - [illegible]

LOCATION: [illegible] COMMITTEE
[illegible] BUILDING, ROOM [illegible]
[illegible] SQUARE
[illegible]

1) CONDITION OF THE MINORITY OR WOMEN IN [illegible] 5 MIN.

2) COMMUNICATION REPORT 10 MIN

3) CHIEF REPORT 10 MIN

4) INTRODUCTION OF CHIEF [illegible] 20 MIN

5) DISCUSSION OF POLICE DISCIPLINE [illegible] 20 MIN

6) DISCUSSION OF PROCEDURE "[illegible]" [illegible] 20 MIN

7) DISCUSSION OF POLICE [illegible] 10 MIN

8) [illegible] MATTERS 5 MIN.

9) [illegible] 5 MIN.

[illegible] MEMBER: IF YOU ARE NOT ABLE TO ATTEND THE [illegible] PLEASE NOTIFY MARK MICKENS AT 381-[illegible]. THERE ACCORDING MAY EXCUSE TO REMOVE [illegible] THE COMMITTEE

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD [illegible] COMMITTEE DISCUSSION OF A CONCERNED ITEM OF THE AGENDA

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City and County of San Francisco

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Edwin M. Lee
Director

LESBIAN/GAY ADVISORY COMMITTEE
MINUTES OF MEETING OF SEPTEMBER 17, 1991

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Next Meeting
Tuesday, October 15, 1991
Human Rights Commission
1170 Market Street, 5th Floor
5:30 - 7:30 p.m.
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Commissioners Present: Lenore Chinn.

Committee Members Present: Allan Berube, Mark Baldwin, Penny Chronis, Ken Jones, Lani Kaahumanu, Phyllis Lyon, Veneita Porter, Tara Shannon, Judith Stevenson, Simeon White, John Wilhite, Darrell Yee.

Committee Members Absent: Jeremy Landau (on leave).

Staff Members Present: Larry Brinkin, Cynthia Goldstein, Eugene Jackson (Intern), Norm Nickens.

Guests: Lea Militello (San Francisco Police Department), Kerrington Osbourne (Black Caucus, Harvey Milk Lesbian and Gay Democratic Club), Jill Tregor (Community United Against Violence).

The meeting was called to order by the Committee Chair, Commissioner Lenore Chinn, at 5:40 p.m.

(1) Minutes. It was ***M/S/C, unanimously, to approve the minutes of the August 20, 1991 meeting as amended by changing the date cited in Paragraph 7 to "September 17, 1991."

(2) Commissioner Report. Commissioner Chinn reported that at the September 12 Commission meeting, Larry Brinkin reported on the L/GAC focus group on racism in the Lesbian, Gay and Bisexual communities and on the recent death of Jackie Winnow.

(3) Staff Report. Norm reported that the issue of gay sex clubs has returned in that a few clubs were closed over the weekend due to Fire and Police Code violations. He stated that a meeting was held on Sept. 17, 1991 by the Coalition for Healthy Sex to discuss code violations. He added that 15-20 club owners attended and that it was a valuable meeting. Ken Jones, who also attended the meeting, suggested that the closure problem is easily resolvable and avoidable with the cooperation of club owners, police and fire fighters.

Larry Brinkin discussed the death of Jackie Winnow. He stated that she died on September 7th, at home. He described some of her contributions to the Human Rights Commission, L/GAC and the Lesbian and Gay Community. He announced that a memorial for Jackie would be held on September 29, 1991 at the North Berkeley Senior Center. He stated that donations in Jackie's memory should be sent to the Women's Cancer Resource Center, in whose founding Jackie was instrumental. It was ***M/S/C to ask the Commission to send a Commendation Resolution to Teya Schaffer, Jackie's spouse, and to Jackie's mother, noting Jackie's contributions to the Commission and its work on behalf of the Lesbian and Gay Community.

(4) L/GAC Reception. Norm congratulated the Reception task force for the wonderfully successful Reception that was held on August 22nd. He stated that feedback from HRC Commissioners and from Community members was very positive. He said that the list of attendees will be given to the Development Task Force. Larry introduced Eugene Jackson, an intern working with the Lesbian/Gay and AIDS Unit, to those members who did not meet him at the Reception.

(5) Police Discipline Report. Norm explained that the Police Discipline Task Force Report currently is pending before the Police Commission for adoption; that the HRC will be making additional comments on the report; and that L/GAC can add its comments to those being submitted by the HRC. Jill Tregor stated that the items in the report will be calendared for public hearing and that those hearings would be the best place to give input.

Jill stated that the Report is a moderate piece of work that gets its real power from the fact that the people who prepared it (Task Force members) are a diverse group of people who received valuable support from Mayor Agnos. She stated that much of what the report recommends is that the Office of Citizen Complaints ("OCC") enforce more of the policies that already are in place, i.e., that it should do what it is supposed to do. Jill said that the OCC has no real enforcement powers, which is a big weakness in its system of operation.

Jill noted that there are no radical requests in the report, and that the number one recommendation is that additional staff be hired. She said that Mayor Agnos was not pleased with this fact, but that he promised that OCC would get some additional funding allocation in the next budget. She noted that Mayor Agnos has increased staff at the OCC by six (6) positions since he has been in office.

Jill stated that a search currently is underway for the position of Executive Director of OCC. She expressed concern that this search had not made a sufficient effort to reach out to applicants of color; and that the criteria used to evaluate the candidates did not include that the candidate have a background or experience in police oversight work. It was ***M/S/C to ask the Commission to send a letter to the Police Commission to encourage that a proper affirmative action search be made for the position of Executive Director of OCC, and to urge that the successful candidate have backbone, independence and a commitment to civilian oversight.

(6) Proposed Carding Legislation. Kerrington Osbourne explained that the Black Caucus of the Harvey Milk Lesbian and Gay Democratic Club went to the Police Commission to discuss the harassment of people of color at bars and clubs by asking for multiple forms of identification. He further explained that Supervisor Willie Kennedy has proposed an Amendment to the Municipal Code which would pull the operating permit of

any club found to be discriminating on the basis of any protected category, including clubs applying different identification requirements to different groups of individuals. Kerrington suggested that the proposed legislation should limit clubs to requiring *one* piece of valid identification only. With this, he suggests, it would be easy to monitor whether discrimination is occurring. Norm explained that the Issues Committee has discussed this matter as well, and has voted to ask HRC to endorse the legislation. Judith Stevenson suggested that L/GAC join the Issues Committee in supporting the proposed legislation and add a strong recommendation that the legislation be written to allow only one piece of valid identification as a requirement for club admission. It was
***M/S/C to do so.

(7) Police Officers Association. Lea Militello explained that there has been a backlash at the Police Department and by the Police Officers Association ("POA"), in particular, to the participation of Police Chief Casey and Lesbian and Gay Police Officers in this year's Lesbian and Gay Freedom Day Parade. She stated that in the August edition of the POA Notebook, three articles appeared which were critical of this parade participation. She then read the speech she had delivered to the POA Board at a recent meeting, which refuted the allegations made in these articles. She requested support from the Commission for Lesbian and Gay Officers, in light of the blatant discrimination the POA has been exhibiting. It was
***M/S/C to send a letter to the POA denouncing their actions and supporting Lesbian and Gay Officers. Norm agreed to give Lea an opportunity to review the letter before it is sent.

(8) Calendar Matters. Norm announced that the next meeting of the Racism Task Force will be on September 25, 1991 at 5:30 p.m. at the Commission. He stated that the last meeting was attended only by himself and Commissioner Chinn, and that if attendance does not improve at the next meeting, the goals of the Task Force will be reassessed.

The next L/GAC meeting will be Tuesday, October 15, 1991, 5:30 p.m. at the Commission.

(9) Announcements. Lani Kaahumanu announced that she won't be at the October L/GAC meeting because she will be on a European book tour. Larry announced that the Gay and Lesbian Alternative Dispute Resolution Service will hold its first mediation training in October, and that slots are still available for those interested.

Veneita Porter announced that the Planned Parenthood Health Fair will be held in the Eastmont Mall in Oakland on October 5th. She stated that when the Boy Scouts were invited to attend, they wrote back a vitriolic letter saying they would not be involved in any event dealing with abortion or against family values. She requested that L/GAC members call or write in protest to the sender of this letter. Ken Jones suggested that anyone who does send a letter send a copy to Julianne Malveaux because of her recent article pitting civil rights against gay rights in the context of the Boy Scout controversy.

Larry urged everyone to call Governor Wilson and tell him to sign AB 101. Allen Berube announced that Outlook has moved to 540 Castro Street, NGRA's old offices, and that everyone is invited to an "Invade Our Space" open house on September 21st, 2 - 6 p.m. Ken announced that the Lesbian Agenda For Action and the Lyon-Martin Clinic will be hosting a Candidates Night on October 7th, at the Women's Building, from 7-9 p.m. Carmen Vasquez, Barbara Cameron and Marj Plumb will be the panelists.

(10) Adjournment. The meeting was adjourned at 7:00 p.m.

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LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, OCTOBER 15, 1991

TIME: 5:30 - 7:00 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
1170 MARKET STREET, 5TH FLOOR
SAN FRANCISCO, CA

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1)	ADOPTION OF THE MINUTES OF SEPTEMBER 17, 1991	5 MIN.
2)	COMMISSION REPORT	10 MIN.
3)	STAFF REPORT - NATIONAL AIDS COMMISION REPORT "CARDING" LEGISLATION REVISION OF ORDINANCES PROJECT	15 MIN.
4)	DISCUSSION OF AB 101 VETO	30 MIN.
5)	DISCUSSION OF RACISM COMMITTTEE	30 MIN.
6)	CALENDAR MATTERS	5 MIN.
7)	ANNOUNCEMENTS	5 MIN.

L/GAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING PLEASE NOTIFY NORM NICKENS AT 252-2507. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

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Director

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Agenda

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LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, FEBRUARY 18, 1992

TIME: 5:30 - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
1170 MARKET STREET, 5TH FLOOR
SAN FRANCISCO, CA

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1)	ADOPTION OF THE MINUTES OF JANUARY 21, 1992	5 MIN.
2)	COMMISSIONER REPORT	10 MIN.
3)	STAFF REPORT	10 MIN.
4)	PRESENTATION ON THE BISEXUAL COMMUNITY -- LANI KAAHUMANU	45 MIN.
5)	NAMBLA	15 MIN.
6)	RACISM TASK FORCE REPORT	15 MIN.
7)	CALENDAR MATTERS	5 MIN.
8)	ANNOUNCEMENTS	5 MIN.

L/GAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 252-2510 OR CYNTHIA GOLDSTEIN AT 252-2515. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

(415) 252-2500 1170 Market St., #500 San Francisco, CA 94102-4908

City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
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AGENDA

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LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, MARCH 17, 1992

TIME: 5:30 - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
1170 MARKET STREET, 5TH FLOOR
SAN FRANCISCO, CA 94102

****

1) ADOPTION OF THE MINUTES OF FEBRUARY 18, 1992	5 MIN.
2) COMMISSIONER REPORT	10 MIN.
3) STAFF REPORT	10 MIN.
4) DISCUSSION OF OFFICE OF CITIZEN COMPLAINTS	30 MIN.
5) DISCUSSION OF PROPOSED ACTION ITEM: THE U.S COMMISSION ON CIVIL RIGHTS REPORT ON ASIAN AMERICANS	20 MIN.
6) DISCUSSION OF PROPOSED ACTION ITEM: COMMENDATION OF DEPARTING L/GAC MEMBERS	10 MIN
7) RACISM TASK FORCE REPORT	10 MIN.
8) FORMATION OF TASK FORCE TO SELECT NEW L/GAC MEMBERS	10 MIN.
9) CALENDAR MATTERS/RETREAT	10 MIN.
10) ANNOUNCEMENTS	5 MIN.

L/GAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING PLEASE NOTIFY LARRY BRINKIN AT 252-2510 OR CYNTHIA GOLDSTEIN AT 252-2515. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

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City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
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LESBIAN/GAY ADVISORY COMMITTEE
MINUTES OF MEETING OF MARCH 17, 1992

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Next Meeting
Tuesday, April 21, 1992
Human Rights Commission
1170 Market Street, 5th Floor
5:30 - 7:30 p.m.

****

Commissioners Present: Lenore Chinn, May Jaber.

Committee Members Present: Mark Baldwin, Allan Berube, Penny Chronis, Judith Stevenson, Simeon White, John-Peter Wilhite, Darrell Yee.

Committee Members Absent: Lani Kaahumanu, Tara Shannon.

Staff Members Present: Larry Brinkin, Liza Culick (intern), Cynthia Goldstein, Don Hesse.

Guests: Barbara Attard (Office of Citizen Complaints), Brian Bringardner, Diana Christensen (Office of Citizen Complaints), Gerard Koskovich, Peggy Sue (Bad Cop/No Donut), Jill Tregor (Community United Against Violence), Doreena Wong (Asian Law Caucus).

The meeting was called to order by the Committee Chair, Commissioner Lenore Chinn, at 5:35 p.m.

(1) Minutes. It was ***M/S/C, unanimously, to approve the minutes of the February 18, 1992 meeting as written.

(2) Commissioner Report. Commissioner Chinn reported that Commissioner Pell has been reassigned from L/GAC to chair the Issues Committee. Commissioner Chinn welcomed the Commission's chair, May Jaber, to the L/GAC; Commissioner Jaber will provide backup for Commissioner Chinn.

Commissioner Chinn described the budget proposal sent by Director Ed Lee to Mayor Jordan, incorporating a ten percent cut as the Mayor directed. The proposal includes demoting the Lesbian/Gay and AIDS Unit's Coordinator position (now filled by Norm Nickens) to a Representative position. However, Commissioner Chinn noted that Director Lee feels strongly that the Mayor's Office will agree with the Commission's argument that this cut and others should be restored due to work necessities.

(3) Staff Report. Cynthia Goldstein reported on the following:

- Clerk Typist Blanca Torres and Deputy Director Bert Campbell have both announced they are taking early retirement in accordance with Proposition A.

- The Commission's move to 25 Van Ness is now in the planning stages; anticipated move date is late summer, early fall. The City recently purchased the building and will be remodeling several floors for City agencies to move into.

- Norm Nickens is nearing the end of his vacation and will return March 23.

- Cynthia introduced Liza Culick, a student from Northeastern University Law School, who is doing an internship in our unit. Recruitment for summer interns is now in progress.

- The Gay and Lesbian Alternative Dispute Resolution Service (GLADRS) is hosting a grand opening reception on March 27 from 5:00 to 7:00 at the offices of Bronson, Bronson, and McKinnon.

(4) Office of Citizen Complaints/Castro Sweep. Commissioner Chinn introduced an invited panel of speakers to address the committee regarding the "Castro sweep" which took place on October 6, 1989. The Office of Citizen Complaints (OCC) recently completed their investigation of complaints it received about the police action. Commissioner Chinn reminded everyone that the purpose of this meeting was to have an informative discussion and air our views; she advised everyone to refrain from making personal attacks.

Diana Christensen, the OCC's principal investigator of the Castro sweep complaints, described the OCC process of investigating complaints. She noted that because of confidentiality rules, she was limited in the scope of her discussion. She also introduced Barbara Attard, senior OCC investigator, who contributed to the discussion.

Ms. Christiansen reported that 37 complaints were filed against the Police in connection with the October 6 sweep. Six (6) allegations were sustained following the investigation; two (2) resulted in significant policy recommendations. A primary conclusion reached by OCC was that the Castro sweep was proper under existing Police Department rules. A request for an appeal hearing was made on February 21, 1991; after a series of delays a decision was made by a hearing officer on December 6, 1991 to uphold the OCC's findings. An OCC finding sustaining an allegation of an excessive number of officers used in the sweep was overturned. Ms. Attard explained that a Captain was suspended for excessive use of force, and two cases regarding excessive force are still pending.

Gerard Koskovich then distributed a document analyzing the various complaints filed, and what happened with the cases. He described the process he and other complainants went through as "Kafkaesque and difficult." He complained that OCC does not fully investigate every allegation, fails sometimes to deal with the substance of written complaints, and fails to follow its own and Police Commission rules. Mr. Koskovich went through the list of cases in the document in some detail to illustrate these points.

Brian Bringardner alleged that the District Attorney has failed to prosecute police officers, particularly Captain Cairns, for criminal conduct in connection with the sweep. Mr. Bringardner said that it is crucially important to inform complainants of the status of their cases throughout the process. He also stated his opinion that the cases would have been stronger if OCC had made a concerted effort to find and interview witnesses. He suggested that officers should be suspended in severe cases pending investigation, and noted that the process for him and other complainants was very expensive and time consuming.

Don Hesse of the HRC staff explained the Commission's ongoing involvement with police matters through its Issues Committee. He reported on the meetings and correspondence involving Commissioners and staff that have occurred in the last few years. He noted that the Commission had objected to not being invited to participate on the Police Discipline Task Force, and that the Police Commission still has not dealt with this objection. He also noted that the OCC has complained of being severely understaffed. Ms. Christiansen elaborated on this point, and noted that the former Police Department Internal Affairs Unit had 15 investigators handling 15 complaints each; the OCC has 8 investigators handling 90 complaints each.

Jill Tregor said that there is a severe need for more funding for OCC, which could actually save the City money by derailing lawsuits. She recommended that HRC call publicly for more funding, and also for HRC to ask the Police Commission to respond to the recommendations of the Police Discipline Task Force, which the Police Commission has never done. Ms. Tregor also recommended that HRC look at the issue of confidentiality to see if there is a way to broaden the public's ability to review OCC's investigations and reports.

Allan Berube, who was present during the sweep but was never called as a witness, said he was advised by other complainants and witnesses that filing a complaint was useless and frustrating and so didn't file one. He asked what policy changes resulted from OCC's investigation. Ms. Christiansen responded that the Deputy Chief system has been restructured so that individual responsibilities are clearer. Also, there are new, improved rules for use of motorcycles, and a rule that if officers use force, a supervisor must be summoned to the scene immediately. A fundamental issue identified in the discussion was the Police Department's obvious reading of the May 6 demonstration as a "riot," indicating that there is a difference in how the Police Department and the community interprets that term. At the conclusion of the discussion, it was

***M/S/C to ask the Commissioners to send a letter to the Police Commission asking them to hold a public hearing on the implementation of the Police Discipline Task Force's report and recommendations. Allan Berube and Judith Stevenson agreed to draft the letter.

(5) Racism Task Force. Committee members reviewed survey sheets that provided analysis of occurrences of photographs and news articles involving people of color in the lesbian/gay/bisexual press. Discussion was held regarding the difficulty people were having agreeing on the standards for completing the surveys. It was agreed that clarification was needed before turning over the sheets to Tara Shannon's friend who has agreed to help the committee computerize the information.

The next meeting of the racism task force will be Wednesday, April 1, at 5:30, at HRC.

(6) Anti-Asian Hate Crimes. Commissioner Chinn presented a draft of a letter for the HRC to send to the U.S. Commission on Civil Rights commending them for their recent publication Civil Rights Issues Facing Asian Americans in the 1990's, and recommending that that Commission also recognize the particular oppression experienced by lesbian, gay and bisexual Asians in the United States. It was
***M/S/C to ask the HRC to approve the letter to the U.S. Commission on Civil Rights.

(7) New Members. Cynthia reported that the press release went out announcing L/GAC openings for new members, and that we are getting a good response. The deadline for applications is March 31. A committee was established to review the applications and interview finalists. The committee will consist of Commissioner Chinn, Judith Stevenson, Simeon White, and staff (Norm, Cynthia, and Larry). Interviews will take place April 13 and 14, and the committee's

recommendations will be presented for a vote by L/GAC at its April 21 meeting. New members will then be able to attend L/GAC's annual retreat and planning meeting on May 16.

(8) Announcements. Judith Stevenson announced that she and her partner Lily are featured in a current Newsweek article on domestic partners. Allan Berube reported that he is teaching a course at UC-Santa Cruz entitled "Queer Life and Social Change" and will miss the next two L/GAC meetings. John-Peter Wilhite said goodbye to the group; he is leaving due to the demands of his new duties as President of the International Lesbian/Gay Human Rights Commission. Penny Chronis announced that the first meeting of the Revision of Ordinances Task Force, of which she is a member, will be on April 8 at 10:00 a.m.

(9) Adjournment. The meeting was adjourned at 7:40 p.m.

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City and County of San Francisco

Human Rights Commission
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Edwin M. Lee
Director

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LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, APRIL 21, 1992

TIME: 5:30 - 7:00 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
1170 MARKET STREET, 5TH FLOOR
SAN FRANCISCO, CA

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1)	ADOPTION OF THE MINUTES OF MARCH 17, 1991	5 MIN.
2)	COMMISSION REPORT - CURRICULUM MATERIALS	10 MIN.
3)	STAFF REPORT	10 MIN.
4)	RECOMMENDATION OF NEW COMMITTEE MEMBERS - DISCUSSION OF L/GAC RETREAT	40 MIN.
5)	DISCUSSION OF RACISM COMMITTEE	20 MIN.
6)	OLD/NEW BUSINESS - LETTER TO OCC	10 MIN.
7)	CALENDAR MATTERS	5 MIN.
8)	ANNOUNCEMENTS	5 MIN.

L/GAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING PLEASE NOTIFY NORM NICKENS AT 252-2507. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

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City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
Office of Minority/Women Business Enterprise
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LESBIAN/GAY ADVISORY COMMITTEE
MINUTES OF MEETING OF APRIL 21, 1992

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Next Meeting
Saturday, May 16, 1992
Human Rights Commission
1170 Market Street, 5th Floor
9:00 a.m. - 4:00 p.m.

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Commissioners Present: Lenore Chinn.

Committee Members Present: Mark Baldwin, Penny Chronis, Lani Kaahumanu, Judith Stevenson, Simeon White.

Committee Members Absent: Allan Berube, Tara Shannon, Darrell Yee.

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Staff Members Present: Liza Culick (intern), Cynthia Goldstein, Norm Nickens.

The meeting was called to order by the Committee Chair, Commissioner Lenore Chinn, at 5:38 p.m.

(1) Minutes. It was ***M/S/C, unanimously, to approve the minutes of the March 17, 1992 meeting as written.

(2) Commissioner Report. Commissioner Chinn reported that at the March 12, 1992 Commission meeting, the Commission unanimously agreed to the Committee's request that a letter be sent to the U.S. Commission on Civil Rights regarding the omission of lesbian, gay and bisexual Asians from their report entitled Civil Rights Issues Facing Asian Americans in the 1990's. She further reported that at its March 26, 1992 meeting, the Commission approved proposed amendments to the Carding Legislation which would strengthen the enforcement of this legislation.

Commissioner Chinn then asked Penny Chronis to report on the Revision of Ordinances Task Force, which held its first meeting on April 8th. Penny reported that the first meeting of the Task Force was used to orient the members to an overview of the Commission and the local ordinances under which it operates. She stated that focus groups would be formed at the next meeting which would be responsible for drafting revisions to different provisions.

(3) Staff Report. Norm Nickens reported on his return from his extended vacation. He thanked Larry Brinkin and Cynthia Goldstein for their work in handling the needs of the Unit in his absence. He reported that Larry is out of the office because of an illness in his family, and that he is not expected to return until sometime in May.

Norm raised the issue of whether the Commission should participate in this year's Lesbian and Gay Freedom Day Parade. It was decided that while a marching contingent may not be feasible, the Unit and the Commission would plan on having a booth. Commission staff and Committee members will be used to staff the booth in one-hour increments.

Norm reported that the Commission is still slated to move to the eighth floor of the building at 25 Van Ness Avenue mid-summer. He stated that the Commission will get some new furniture as part of the build-out, and that the building is readily accessible to the public.

Norm reported that the budget is still uncertain and that some City departments will be required to take budget cuts of up to twenty (20) percent. He stated that if the Commission can get away with only a ten (10) percent cut, it should be able to avoid staff lay-offs. He also mentioned that the City's budget deficit is likely to have a substantial impact on lesbian and gay health services and suggested that the Committee discuss this at a future meeting.

Norm reported that at the Issues Committee meeting of April 23, Alfreda Davis Porter, the new Director of the Office of Citizen Complaints, will be in attendance and will discuss her plans for the OCC. He also reported that at the April 30th Youth and Education Committee meeting, there will be a discussion of the state's primary school family life curriculum with respect to lesbian and gay youth. He stated that Hank Wilson from GLAAD and Karen Shappert, a member of the Traditional Values Coalition, will be addressing this issue.

Norm reported that the Commission received materials from the International Gay and Lesbian Human Rights Commission (IGLHRC) requesting the Commission take action regarding the arrest of 41 gay men in Asheville, North Carolina, on charges of soliciting "crimes against nature". He stated that IGLHRC would like the Commission to send letter to the Chief of Police and Mayor of Asheville protesting these arrests and to the local newspaper, protesting their policy of publishing the names and addresses of the individuals who have been arrested. It was

***M/S/C/ to send these letters as outlined above.

(4) Selection of New L/GAC Members. Norm reported that twenty-six (26) applications were received for positions on L/GAC. He explained that after review of these applications, fourteen (14) individuals were interviewed, five of which were recommended for nomination. He explained that the nominees represented a diverse group of people with a wealth of experience to share with the Committee. He also explained that the Selections Task Force recommended that two slots be held open so that recruitment targeting the African American communities and the youth and senior communities could take place. He stated that he would report on the progress of this recruitment at the June L/GAC meeting. It was

***M/S/C to accept the individuals selected by the Selections Task Force: Elizabeth Dunn, Carlos Padilla, Wally Sherwood, Gloria Soliz and M.J. Talbot, and to recommend to the Chair of the Commission that they be appointed to the Committee.

Simeon White stated that as a member of the Selections Task Force, he wished that we had evaluated the selections process after it was completed. He suggested that in the future, the questions which were asked at the interview be given as part of the application form so that the questions asked at the interviews could be broader. Norm stated that he would make a note to create an application form for next year's recruitment process.

(5) Retreat. Norm stated that the Retreat will be held on Saturday, May 16, 1992 at the Commission's offices from 9:00 a.m. to 4:00 p.m. He outlined the agenda for the Retreat to include: an orientation for new members, including an overview of the Commission; a welcome and comments from the Director, and possibly the Commission Chair; a review of the program activities carried out by the Unit; a review of recent Committee activities; a discussion of Committee priorities for the next year; an evaluation by the Committee of the Committee process, and of the staff. Norm mentioned that he would contact recently departed L/GAC members to get their feedback for the last item.

Norm mentioned that the Retreat is an open meeting and that anyone from the public can attend. He stated that he would like to invite Lester Olmstead-Rose because of recent difficulties he has encountered with Supervisor Angela Alioto's office. He explained that Lester has spoken with Norm and Supervisor Alioto has spoken with Ed Lee expressing concern that the Lesbian/Gay and AIDS/HIV Unit should be more active in the community and be more involved with advocacy. Lani asked what Norm thought was meant by 'advocacy' and he replied that while he was unsure but thought it might mean that they want to see the Unit in the newspapers more often. Cynthia stated she understood Lester's concern to be about the security of the Unit's coordinator position in the wake of the current budget crisis.

(6) Racism Task Force. Commissioner Chinn described the Task Force's decision at the last L/GAC meeting to reconvene to decide, with the help of Tara Shannon's friend who knows statistics, how best to use the data collected. Norm stated that he would tabulate the data before the next L/GAC meeting and then discuss what the next step should be. Lani stated that a decision had been made to have two sampling periods. Norm stated that his understanding was that the Task Force was only going to be looking at photographs. Lani stated that her understanding was that data would include stories and photographs and that the Task Force was not going to look at how a story was covered, but only whether a person of color was in the story. Penny stated that she would be willing to redo her tabulations once the criteria were clarified, but she felt the results were so clear (i.e, that people of color are excluded from most of the press) that it wouldn't matter how the data was tabulated. Norm stated that he would check into what resources are available to help tabulate the data, and that until then, this issue should wait and be reexamined at the Retreat.

(7) Old Business. Norm reported that the letter requested by L/GAC addressing problems with the Office of Citizen Complaints had not yet been drafted by Allan Berube and that with respect to the issue of the lack of openness of the OCC process, it seemed moot. He stated that the Board of Supervisors currently is reviewing the OCC process and Chief Hongisto has agreed to look into the issue as well. He stated that it is likely a request will come from the Board asking the Commission to get involved in these discussions. Norm agreed to check with Allan Berube on the status of the letter and to check with the Issues Committee and with the ACLU to see what they plan to do on this issue. He agreed to report on this at the next L/GAC meeting.

(7) Announcements/New Business. Commissioner Chinn announced that the call for submissions for an Anthology of Writing and Artwork by Asian/Pacific Islander Lesbians has been extended by six (6) months. Simeon asked whether the Commission has made any response to the execution of Robert Alton Harris; he was told no.

(8) Calendar Matters. It was agreed that the Retreat on May 16, 1992 would constitute the May L/GAC meeting and that no other Committee meeting would be held in May.

(9) Adjournment. The meeting was adjourned at 6:58 p.m.

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City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
Office of Minority/Women Business Enterprise
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LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, JULY 21, 1992

TIME: 5:30 - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
1170 MARKET STREET, 5TH FLOOR
SAN FRANCISCO, CA

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1)	ADOPTION OF THE MINUTES OF JUNE 16, 1992	5 MIN.
2)	COMMISSION REPORT	10 MIN.
3)	STAFF REPORT	10 MIN.
4)	DISCUSSION OF NEW COMMITTEE MEMBERS	10 MIN.
5)	DISCUSSION OF HATE VIOLENCE REDUCTION PROGRAMS	40 MIN.
6)	OLD/NEW BUSINESS	10 MIN.
7)	CALENDAR MATTERS	5 MIN.
8)	ANNOUNCEMENTS	5 MIN.

L/GAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING PLEASE NOTIFY NORM NICKENS AT 252-2507. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

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Director

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LESBIAN/GAY ADVISORY COMMITTEE
DATE: TUESDAY, SEPTEMBER 15, 1992
TIME: 5:30 - 7:30 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
1170 MARKET STREET, 5TH FLOOR
SAN FRANCISCO, CA 94102
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AGENDA

1)	ADOPTION OF THE MINUTES OF JULY 21, 1992	5 MIN.
2)	COMMISSION REPORT - COMMISSIONER KAI, CHAIR COMMISSIONER WONG, VICE-CHAIR	10 MIN.
3)	STAFF REPORT - NEW MEMBERS,INTERNS	10 MIN.
4)	DISCUSSION OF LESBIAN/GAY CONCERNS AT HRC -	30 MIN.
	COMMISSION APPOINTMENTS - ACTION ITEM	
	JOBS FAIR - ACTION ITEM	
5)	DISCUSSION OF RACISM TASK FORCE	30 MIN.
6)	OLD/NEW BUSINESS	5 MIN.
7)	ANNOUNCEMENTS	5 MIN.

COMMITTEE MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING PLEASE NOTIFY NORM NICKENS AT 252-2507. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

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LESBIAN/GAY ADVISORY COMMITTEE
MINUTES OF SEPTEMBER 15, 1992
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Next Meeting
Tuesday, October 20, 1992
Human Rights Commission
1170 Market Street, 5th Floor
5:30 - 7:30 p.m.
****

Commissioners Present: Karen Kai, Lawrence Wong.

Committee Members Present: Allan Berube, Mark Baldwin, Penny Chronis, Liz Dunn, Lani Kaahumanu, Carlos Padilla, Wally Sherwood, Gloria Soliz, Judith Stevenson, M. J. Talbot, Darrell Yee.

Committee Members Absent: Randy Miller, Jean-Paul Samaha, Tara Shannon, Simeon White.

Staff Members Present: Larry Brinkin, Kendall Frye (intern), Cynthia Goldstein, Jacquie Hale, Norm Nickens, Crystal Weston (intern).

The meeting was called to order by the Committee Chair, Commissioner Karen Kai, at 5:35 p.m.

(1) Commissioner Report. Commissioner Kai announced the appointment by Mayor Jordan of eight new and three incumbent Commissioners to the HRC. Commissioner Chair May Jaber appointed Commissioner Kai to be chair of L/GAC and Commissioner Lawrence Wong to be vice-chair. Commissioner Kai spoke of her long-time work in the civil rights movement. She expressed her admiration for L/GAC as an active, issues-oriented committee, and expressed her personal commitment to represent L/GAC's issues in San Francisco's straight and minority communities.

Commissioner Kai reported that budget cuts are very serious due to decreases in state funding, and that preventing layoffs at the Commission is high priority.

Commissioner Wong expressed that he is honored to serve on the Commission and on L/GAC, and spoke of his years of involvement in the lesbian/gay/bisexual and Asian-American movements in San Francisco. He paid tribute to the good work done by committee members M. J. Talbot and Darrell Yee and his pleasure at having worked with them over the years. He said that his main commitment now is to help make L/GAC and the Commission more pro-active in the community.

(2) Staff Report. Norm Nickens introduced the unit's law interns: Crystal Weston and Kendall Frye, both students at Northeastern University School of Law. Norm then reported on the following:

- Budget cuts -- Norm distributed the Mayor's memo on budget cuts, which asks for $130,000 to be cut from HRC's budget for this fiscal year, including eliminating five positions. He explained that the situation is volatile and could change at any time. The best hope is that three presently funded but unfilled positions in the clerical and MIS units could be eliminated and layoffs prevented.

- Code crackdowns -- The Police and Fire Departments are instituting a series of visits to businesses operating between 9:00 p.m. and 2:00 a.m. to check for code violations. There is some worry that businesses in the Latino, Chinese and lesbian/gay/bisexual communities might be singled out as has been alleged in the past.

- Visitation Valley -- The HIV residential facility that has been the subject of controversy for some time has been accepted by the formerly-objecting neighbors in Visitation Valley. The HRC mediated this dispute, and the challengers have pledged to work with the facility for its success.

- Jobs Fair -- The Jobs Fair sponsored by HRC and the Mayor's Office included the military and FBI as recruiters. A resolution is now pending before the Employment Committee to require future participating employers to sign a non-discrimination statement.

- Ryan White Care Bill position -- A position for the unit funded through the Department of Public Health is still scheduled. We are waiting for final word on the position and the dollar amount.

- Director Ed Lee is going to Germany for a week beginning September 16 to speak at a conference on prejudice-based violence.

(3) Budget Crisis -- A lengthy discussion was held concerning the crisis in the City's budget. Because of cuts in State funding, the City faces a $65 million deficit this fiscal year. The Mayor has asked departments to make deep cuts. Judith Stevenson reported on the terrible situation facing the Department of Public Health which is being asked to cut another $25 million. The biggest cuts are anticipated in the mental health area, but all facets of DPH face cuts, except for programs mandated through the children's amendment (Proposition J). Possibilities for cuts include Operation Concern, the Center for Special Problems, Team II Monterey, Northeast Lodge, substance abuse centers, and severe cuts at Lagunda Honda and General Hospitals. The Health Commission sent this package to the Mayor, but voted unanimously to send it without their recommendation. A series of hearings has been set.

The Board of Supervisors probably will not allow these cuts, but will have to come up with creative solutions, such as revenue enhancements. A community-wide unified response must occur to this crisis, rather than fighting over whose programs get saved. Commissioner Wong asked what HRC's role should be, and committee members agreed that HRC must speak to the issue of preserving and enhancing the cultural competency of all of the City's programs. These cuts often do the most damage to affirmative action goals in both services and employment, and HRC must be the City's watchdog in assuring this doesn't happen. Allan Berube expressed concern that Cynthia Goldstein is especially vulnerable to layoff, given her low seniority, and that that would be not only terrible for her, but would mean the Commission would lose its only lesbian member of staff or Commissioners.

Commissioner Kai suggested a letter be sent to the Commissioners regarding cultural diversity concerns being paramount in budget discussions, and Judith noted that it is a human right for people to be served by the City with cultural sensitivity. It was

***M/S/C to send a memo from L/GAC to the Commissioners asking them to encourage the Mayor and other City officials to preserve and enhance the cultural competency of City services and departments in all budgetary discussions and decisions.

Liz Dunn proposed that all HRC committees work together on the budget and other issues to foster communication and empower each other. Concensus was that staff will prepare a proposal for next month's meeting regarding ways to bring the committees together.

(4) Governor's Vetoes. Norm reminded members that Governor Wilson is expected to veto several civil rights bills now before him, including those providing protection against sexual orientation discrimination. Members agreed to attend the demonstrations expected to follow the vetoes, and Allan, Liz, Judith, and Mark will act as monitors. Staff will keep members informed of developments.

(5) Jobs Fair. Norm reported that Commissioner Martin had apologized to Supervisors Achtenberg and Britt for the military's presence at the Jobs Fair. He suggested that L/GAC not act on this issue until the Employment Committee has had a chance to vote at their October 1 meeting on a resolution requiring future participating employers to sign a non-discrimination statement, with an HRC vote to follow on October 8. The Committee agreed to this, and will follow up next meeting if necessary. Commissioner Kai pointed out that the issue is a sensitive one, in that the military's anti-gay policy exists at a time when minority communities look to the military as a desperately-needed source of employment.

(6) Commission Appointments. Commissioner Wong expressed his alarm at the absence of lesbian representation on the Commission and has expressed his concern strongly to the Mayor's Office. A discussion followed in which members agreed that lesbian representation is crucial to the Commission's work, and that the empowerment of women is at issue here as well. The committee agreed to write to the Mayor individually or collectively (but not officially) to express their opinions on this issue, and it was

***M/S/C to request the Commission to send a letter to the Mayor expressing their disappointment and outrage at the lack of lesbian representation on the Commission.

(7) Future Agendas. The Racism Task Force will be discussed next month. November's meeting will include a presentation on the Americans with Disabilities Act and health concerns.

(8) Old/New Business. It was

***M/S/C to send letters of appreciation to Lenore Chinn and May Jaber for their service to L/GAC. A social gathering is also being planned.

***M/S/C to ask the Commissioners to send a letter to Bank of America (B of A) expressing disappointment at B of A's recent decision to resume funding of the Boy Scouts of America (BSA) in spite of BSA's anti-gay policies.

Carlos Padilla expressed concern that the unit's brochures have not yet been translated into Spanish. Cynthia explained that lack of resources has contributed to the delay, but that the brochures would be ready soon.

(9) Adjournment. The meeting was adjourned at 8:00 p.m.

City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

October 13, 1992

The Honorable Frank M. Jordan
Mayor
City Hall, Room 200
San Francisco, CA 94102

Dear Mayor Jordan:

I am writing on behalf of the Human Rights Commission to express our disappointment at the absence of lesbian membership on the Commission.

Lesbians have been represented on the Commission for well over half of our history. Lesbians have been appointed to the Human Rights Commission, and other commissions and boards, by every mayor elected in San Francisco since 1976.

The Human Rights Commission has a long history of distinguished and able service by lesbians who have been strong leaders and advocates not only for lesbian and gay issues, but for the civil rights of all San Franciscans. Notable among these are Phyllis Lyon, a past chair of the Commission and a nationally respected leader for lesbian and women's rights, and Lenore Chinn, who has served the lesbian and Asian communities in San Francisco for many years.

We know you share our feeling that San Francisco has a unique responsibility to respond to its residents' diverse ethnicity, national origins and sexual orientations. As the City's civil rights agency, the Human Rights Commission has a responsibility to provide leadership and advocacy in its service to all San Francisco residents. Lack of lesbian representation on the Commission makes our job more difficult.

Lesbians especially look to the City and to the Human Rights Commission for protection and advocacy, as the law protects their freedoms so little at State and Federal levels. In the face of a rising tide of anti-lesbian violence and discrimination, the lesbian community currently looks to the Commission to provide a forum for addressing their concerns.

Many lesbians in San Francisco also are part of our City's rich diversity of ethnic and minority communities. As Commission members, such individuals could provide special leadership and representation to build bridges among our various

(415) 252-2500 1170 Market St., #500 San Francisco, CA 94102-4908

communities, provide role models for coming generations, and bring needed insights to the Commission's work unavailable in any other way.

In our great City with its rich history and diverse population, there are qualified lesbians from many communities who are available to serve on the Human Rights Commission, and other commissions and boards.

We send this letter to encourage you to look to our City's diverse lesbian community for suitable candidates, and urge you to consider appointing qualified lesbians to this and other commissions at your very earliest opportunity. We would be happy to discuss this with you further and are available to assist you in this matter in any way we can.

Thank you for your assistance in this matter.

Sincerely,

May P. Jaber
Chair

MPJ:jh:nn

City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

September 24, 1992

Honorable Frank Jordan
Mayor
City Hall, Room 200
San Francisco, CA 94102

Dear Mayor Jordan:

I am writing on behalf of the Human Rights Commission regarding the serious budget situation facing the City and County of San Francisco government following reductions in State funding. We recognize that difficult choices will have to be made in order to make up millions of dollars in deficits, and pledge to be of whatever assistance we can.

We call your attention to the fact that San Francisco is blessed with a very diverse population of women, children and men of many ethnic and cultural backgrounds and of different sexual orientations. We believe City government must serve the needs of all of its population, and that to do so cultural competency must be present in the City's workforce, programs and services. We encourage you to avoid budgetary decisions which will harm existing and needed programs that serve and promote our diversity. For instance, we see health care as a right for everyone, and believe that quality health care can be delivered only if it is accessible economically and culturally. Also, layoffs by seniority can have a serious negative impact on affirmative action goals in City employment.

We ask that City officials do whatever is possible to include cultural competency as a consideration in budgetary discussions and decisions. Human Rights Commissioners and staff stand ready to be of assistance in helping the City to achieve this worthy goal.

Sincerely,

May P. Jaber
Chair

(415) 252-2500 1170 Market St., #500 San Francisco, CA 94102-4908

City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

September 25, 1992

Mr. Richard Rosenberg
Chief Executive Officer
Bank of America
555 California Street
San Francisco, CA 94104

Dear Mr. Rosenberg:

The Human Rights Commission of the City and County of San Francisco wrote to you on July 2, 1992 commending Bank of America for suspending financial contributions to the Boy Scouts of America (BSA) due to BSA's policy of discriminating against participants based on sexual orientation.

We write now to express our disappointment with Bank of America's decision to reverse itself and restore its funding to BSA. The Boy Scouts have not changed their homophobic policy in any way; in fact, after Bank of America's decision was announced, BSA made several public statements reiterating their policy of excluding gay participation in all facets of their program.

In the face of increasing discrimination and violence directed at the lesbian and gay community, the decision of an institution as prominent as Bank of America to assist in the funding of a homophobic organization sends a chilling message to our community that discrimination is acceptable.

We strongly encourage Bank of America to conform to its stated policy of refusing to donate to discriminatory organizations by reversing your decision to fund the Boy Scouts. This action would send a strong message to our diverse community that Bank of America does not support discrimination.

We further recommend that Bank of America look to other youth service organizations in San Francisco that could benefit from the Bank's donation policies, especially non-discriminatory organizations serving boys and girls in minority communities.

Sincerely,

May P. Jaber

May P. Jaber
Chair

cc: Mayor Frank Jordan
Board of Supervisors
Boy Scouts of America

(415) 252-2500 1170 Market St., #500 San Francisco, CA 94102-4908

Bank of America

Richard M. Rosenberg
Chairman and
Chief Executive Officer

October 6, 1992

Ms. May P. Jaber
San Francisco Human Rights Commission
1170 Market Street, #500
San Francisco, CA 94102-4908

Dear Ms. Jaber:

I appreciate your concerns regarding Bank of America's charitable contributions to the Boy Scouts and wanted to respond in detail to your letter of September 25.

We have been assured by the Chairman of the Executive Board of the Boy Scouts that the opportunity to join the organization is open to all boys who subscribe to the Scout Oath and the Scout Law, with no other qualifiers. Based on that assurance, the Boy Scouts would be eligible for consideration for charitable contributions in the future. We remain firmly committed to the policy of equal opportunity in our business practices and as a guideline for our contributions programs.

As a practical matter, we have already met our funding commitments to the Scouts for 1992 and have no present requests before us. Historically, our direct contributions to the Scouts have been quite small and have been made to local Boy Scout Councils not the national Boy Scouts organization.

Bank of America continues to support a variety of youth service organizations, including the Girl Scouts, the Campfire Organization, Big Brothers/Big Sisters, and community-based groups serving the needs of minority youth.

Our history of leadership and support for causes related to equal opportunity over the years is one in which we take great pride, and I believe our record speaks for itself.

I hope this has clarified Bank of America's position. Again, thank you for your concern and your very constructive input on this issue.

Sincerely,

Richard Rosenberg

September 28, 1992

To: Norm Nickens
Cynthia Goldstein
Larry Brinkins
Ed Lee

From: Frank Anderson FA

FOR YOUR INFORMATION

RE: Jobs Fair...Military Participation Issue

The attached draft resolution (authored by Norm Nickens and mailed to the committee 9/25/92), will be presented to the Employment Committee as part of the "SF Jobs Fair 1992 Evaluation Discussion" agenda item. The commitee meeting is Thursday, Oct. 1, 1992; 2:00 p.m., 5th floor Conference Room.

City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

DRAFT

RESOLUTION

WHEREAS, it is the policy of the City and County of San Francisco to give effect to the rights of every inhabitant of the City and County to equal economic, political and educational opportunity, to equal accommodations in all business establishments in the city and county and to equal service and protection by public agencies; and

WHEREAS, it is the policy of the City and County of San Francisco to prohibit discrimination on the basis of race, religion, color, ancestry, age, sex, sexual orientation, disability, place of birth, and AIDS/HIV, in contracts for the provision of goods and services and for the use of real property;

NOW, THEREFORE, BE IT RESOLVED, that it is the policy of the San Francisco Human Rights Commission that all employers, employment promotion agencies, and similar entities involved in Employment Fairs, or similar events, sponsored in whole or in part by the Commission, be required to sign a statement agreeing that they do not discriminate on the basis of any of the protected categories listed above;

AND, BE IT FURTHER RESOLVED, that failure to provide such a signed statement of compliance with such antidiscrimination provisions shall operate to disqualify an employer, employment promotion agency, or similar entity, from participation in a Commission sponsored event.

(415) 252-2500 1170 Market St., #500 San Francisco, CA 94102-4908

CITY AND COUNTY OF SAN FRANCISCO

LOUISE H. RENNE
CITY ATTORNEY
CITY HALL

F-I
all supervisors
EL

MEMORANDUM

DATE: September 28, 1992

TO: MEMBERS OF THE HUMAN RIGHTS COMMISSION

FROM: G. SCOTT EMBLIDGE
Deputy City Attorney

RE: Public Comment at Commission Meetings

I am writing to clarify some of my remarks at your September 24 meeting regarding the need to permit public comment at Commission meetings. Several questions on this subject arose during and after the meeting.

Under the Brown Act, the public must be given an opportunity to speak on any item on the Commission's agenda before the Commission takes any action on that item. Therefore, when considering a particular item, the best procedure for the Commission to follow is: (1) introduce the item for discussion, (2) permit public comment on the item, (3) after all members of the public have had an opportunity to speak, the chair should declare that the opportunity for public comment is cloase snd the item is in the hand of the Commission.

Under the City's Administrative Code, any member of the public may speak once on each calendared item for not less than three minutes. When a specific item is before the Commission, the Commission may require that members of the public limit their comments to that item. If a member of the public wishes to speak to an issue unrelated to the specific item before the Commission, the chair may rule such comments out of order and inform the individual that he or she may raise the issue at the end of the meeting when the Commission provides for general public comment.

Following your meeting, I was asked whether the Commission may limit public comment on an item that has already been heard by one of the Commission's committees. The answer is no. The Brown Act permits this procedure only for a city council or a board of supervisors.

I will be on vacation and therefore unable to attend the October 8 meeting. If you have any questions about items on the agenda for that meeting, please call me on October 6 or 7.

cc: Edwin Lee
Norm Nickens
Don Hesse

3649g

THE BAR ASSOCIATION OF SAN FRANCISCO

VOLUNTEER LEGAL SERVICES PROGRAM

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Legalization & Immigration Project
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****FREE LEGAL SERVICES AVAILABLE FOR HIV POSITIVE IMMIGRANTS AND REFUGEES IN SAN FRANCISCO****

The Volunteer Legal Services Program of the Bar Association of San Francisco is pleased to announce the opening of the **Immigrant HIV Assistance Project ("IHAP"). IHAP provides free legal services to indigent and low-income HIV positive immigrants and refugees who reside in San Francisco County.** We provide legal consultations and representation by volunteer attorneys for HIV positive persons with any immigration-related case or issue.

IHAP can assist low-income HIV positive residents of San Francisco who have a legalization ("amnesty"), asylum, relative-based, or other immigration case pending, and can advise undocumented HIV positive persons who wish to explore possible immigration remedies that would allow them to obtain employment authorization and public benefits. Clients are eligible for services without discrimination on the basis of race, color, creed, sex, age, national origin, ancestry, sexual orientation, religion, or disability. Our intake staff is bilingual in Spanish and English; clients who speak other languages should call initially through a service provider or interpreter, and will be assigned a volunteer interpreter for ongoing assistance.

This project is funded through the AIDS Office of the Department of Public Health, City and County of San Francisco. Services are provided in conjunction with the Coalition for Immigrant and Refugee Rights and Services.

****

CLIENTS or service providers who want to refer a case SHOULD CALL THE IMMIGRANT HIV ASSISTANCE PROJECT:

(415) 267-0795

Service providers who would like general information about HIV and immigration or an in-service training may call Monica Hernandez at the HIV/ Immigration Project of the Coalition for Immigrant and Refugee Rights and Services:

(415) 243-8908

Volunteer Legal Services Program
San Francisco Bar Center
685 Market Street, Suite 700
San Francisco, CA 94105-4212
(415) 764-1600
Telecopier (415) 957-1695

Homeless Advocacy Project
995 Market Street, Suite 915
San Francisco, CA 94103
(415) 974-6541
Telecopier (415) 512-7334

Legalization & Immigration Project
San Francisco Bar Center
685 Market Street, Suite 700
San Francisco, CA 94105-4212
(415) 764-1600
Telecopier (415) 957-1695

Judith and Lily are still waiting
for you to
R.S.V.P.

Don't forget:

The Lenore Chinn Potluck Party!

Saturday, October 17th
5:30 p.m.
at
Judith's & Lily's
11 Sussex Street

R.S.V.P. (586-2843)

City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

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LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, OCTOBER 20, 1992

TIME: 5:30 - 7:00 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
1170 MARKET STREET, 5TH FL.
SAN FRANCISCO, CA

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Agenda

1)	ADOPTION OF THE MINUTES OF SEPTEMBER 15, 1992	5 MIN.
2)	COMMISSION REPORT	10 MIN.
3)	STAFF REPORT - BOY SCOUTS, LESBIAN COMMISSIONER, FY 93-94 BUDGET	10 MIN.
4)	DISCUSSION OF JOBS FAIR	30 MIN.
5)	DISCUSSION OF RACISM COMMITTTEE	30 MIN.
6)	CALENDAR MATTERS	5 MIN.
7)	ANNOUNCEMENTS	5 MIN.

L/GAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING PLEASE NOTIFY NORM NICKENS AT 252-2507. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

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LESBIAN/GAY ADVISORY COMMITTEE
MINUTES OF OCTOBER 20, 1992
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Next Meeting
Tuesday, November 17, 1992
Human Rights Commission
1170 Market Street, 5th Floor
5:30 - 7:00 p.m.
****

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Commissioners Present: Karen Kai, Lawrence Wong.

Committee Members Present: Mark Baldwin, Liz Dunn, Randy Miller, Tara Shannon, Wally Sherwood, Judith Stevenson, M. J. Talbot, Simeon White.

Committee Members Absent: Allan Berube, Penny Chronis, Lani Kaahumanu, Carlos Padilla, Jean-Paul Samaha, Gloria Soliz, Darrell Yee.

Staff Members Present: Kendall Frye (intern), Cynthia Goldstein, Norm Nickens, Crystal Weston (intern).

The meeting was called to order by the Committee Chair, Commissioner Karen Kai, at 5:35 p.m.

(1) Minutes. It was
***M/S/C, unanimously, to approve the minutes of the September 15, 1992 meeting as amended in paragraph seven (7) by replacing the word "November" with the word "Future."

(2) Commissioner Report. Commissioner Kai made no report.

(3) Staff Report. Norm Nickens reported that there was a burglary at the office on October 10, and that Cynthia Goldstein's computer was stolen. He noted that in addition to the loss of the equipment and its use, the Commission also lost certain items which were stored on the hard disk of that computer. This includes the drafts of the Spanish language brochures. Commissioner Kai offered to have hard copies of the Spanish language brochures scanned and reentered onto a disk for the Commission's use.

Norm reported that he recently met with members of the staff of the New York City Human Rights Commission who described how demoralized and divided the staff had become due to severe budget cuts and lay-offs. He noted that this is analogous to what the San Francisco Commission is experiencing and can expect to experience as it faces continued budget constraints. He noted that the Commission will begin to discuss next fiscal year's budget at a special meeting, to be held November 12, 1992 from 2:00 p.m. to 4:00 p.m. at 1155 Market Street, 4th floor. Norm stated that it appears that the Commission will be receiving some funding from the Department of Public Health (AIDS Office) for additional staffing. This, he noted, may assist the Commission to retain staff despite next year's budget situation.

Norm reported that the Commission's move to 25 Van Ness Avenue is now estimated to take place February 15, 1993.

Norm indicated that the Bank of America's response to the Commission's letter regarding its funding of the Boy Scouts is in the circulating file for anyone to read. He also stated that the Commission did send a letter to the Mayor regarding the lack of a lesbian appointment to the Commission. He noted that this letter was the first item of substance on lesbian/gay matters to come before the new Commissioners. Liz Dunn stated that she was at that meeting and that she believes it is critical that Advisory Committee members be present at Commission meetings to help inform and educate Commissioners on issues of importance to the Committee. Commissioner Wong agreed with Liz's statement. He also described a series of discussions he had with the Mayor and his aide, Jean Harris, regarding a lesbian appointment to the Commission. Commissioner Wong stated that the Mayor is trying to appoint a lesbian to the Commission, and that he expects an announcement to this effect to be made within the next week.

Norm inquired as to the plans of the Education Task Force and the Health Task Force as to any programs or presentations scheduled for upcoming L/GAC meetings. It was stated that the Health Task Force will be sponsoring a forum at the November meeting and that the Education Task Force plans on presenting on the Americans with Disabilities Act at the January meeting and on Transgender issues at the March meeting.

(4) Jobs Fair. Norm stated that the Employment Committee tabled the resolution it had before it which would require future employers participating in HRC-sponsored jobs fairs to sign a statement of non-discrimination. He noted that because no such fairs are scheduled in the foreseeable future, there is time to work on and present an educational forum for the Commissioners. He stated that there also is a need to have discussions at the staff level. Norm recommended that an educational process take place at the first HRC meeting in January, which would include written materials and oral testimony from community members who can speak on the military's discriminatory practices. He suggested individuals such as Allan Berube, Ken Jones, Ruth Hughes and Marlon Riggs, some of whom he has already contacted.

Commissioner Kai suggested that the presentation tie the military's policies of discrimination on the basis of sexual orientation with its practices of discrimination on the basis of race and gender. She emphasized that such practices are a pervasive theme in the military's structure. Cynthia agreed with this assertion, but noted that Employment Committee members were unable/unwilling to differentiate between the military's illegal practices of race and gender discrimination and its legal, overt practice of sexual orientation discrimination. Because of this, she expressed her concern at pairing the issues too closely.

Crystal Weston urged that the speakers chosen for the educational presentation to the Commission include people of African descent and women. She noted that it appeared that members of the Employment Committee wanted to separate lesbians and gay men from African Americans, and did not recognize that many lesbians and gay men, especially those impacted by the military's policies, are African American. Crystal also expressed her concern that this issue never would have been addressed by the Employment Committee if members of the Lesbian/Gay and AIDS Unit staff had not been present at the meeting, because the issue was raised at the meeting under the heading "political correctness." Liz echoed that in the discussion of the Jobs Fair at the Commission meeting, the words "lesbian/gay" were not used. Norm described this as a personnel problem; Commissioner Kai stated she believes it to be an issue that requires Commissioner - to - Commissioner contact and that she and Commissioner Wong must meet with Commissioners Martin and Gadberry to discuss

this as well. Cynthia noted that the only lesbian or gay person on the Employment Committee has a scheduling conflict with the time set for the meetings, and can never attend. Therefore, it would be useful to encourage members of the lesbian/gay community to apply to sit on this Committee.

Randy Miller expressed his concern that we not only educate Commissioners but that we must create a dialogue about oppression and try to avoid a situation where one oppressed group (lesbians and gay men) appears to trump another (African Americans). Instead, he wants to build bridges between groups. For this reason, he agreed with the idea of discussing other oppressions that take place within the military. Simeon White added a note about the role of the military in the oppression of the Third World and suggested that this issue also be present at the forum. Crystal concurred with both Randy and Simeon, but cautioned against overwhelming the sexual orientation issue with other issues.

Liz requested that L/GAC be informed and be able to give input into the materials and speakers chosen for the presentation. Norm agreed to prepare the materials and line up speakers, and bring this information back to L/GAC for its feedback and approval. Commissioner Kai suggested that the presentation be videotaped or otherwise recorded so that it could be used again in the future.

(5) Racism Task Force. Norm explained the history of the work done by this task force: to tabulate the number of photographs appearing in the local lesbian and gay press over a three month period, to assess the number of people of color appearing in these photographs. He noted that the study covered only photographs under editorial control, and that the study looked at the Bay Area Reporter and the Sentinel. (Norm stated that the Bay Times was not included because its publishing schedule changed during the period of the study.)

The Committee was asked what the next step of the project should be. Tara Shannon suggested we contact the publishers of these papers, give them the information we have recorded and offer them an opportunity to improve. If no improvement is seen in a given period of time, the results of the study would then be made public. Mark Baldwin asked if any consideration had been given to including GLAAD in this process. Norm responded that GLAAD and other community groups could be invited into the process if a public forum is held on the issue.

Norm agreed to draft a narrative report to accompany the tabulated findings. He will submit this report for the Committee to review. Once a final report has been drafted, meetings can be set up with Bob Ross and Ray Chalker. He suggested that it may be best to have only a few representatives from the Committee attend these meetings so that we don't overwhelm Mr. Ross or Mr. Chalker.

Liz expressed her lack of clarity as to what we would ask/suggest at these meetings. She suggested a cooperative approach where we offer to work with the papers to improve their coverage of people of color activities.

Norm agreed to draft a set of recommendations to accompany the report. Norm requested that Committee members contact him in the next few weeks with any specific recommendations they may have. He stated that the Committee could work toward developing a training and/or materials to assist people of color groups on how to gain access to the lesbian/gay media. Liz agreed with this idea but noted we must also get the media to reach out to people of color groups.

It was agreed that a draft report and recommendations would be mailed to Committee members by November 3, 1992 and that the Task Force would meet on Tuesday, November 10 at 6:00 p.m. at the Commission to review and discuss it. Norm agreed to have a meeting notice sent out to all Committee members.

(6) Calendar. Commissioner Wong requested that the next meeting of the Committee routinely be listed on the Agenda. Norm agreed that this would be done.

Liz suggested that a formal mechanism be established to facilitate a Committee presence at Commission meetings. No one volunteered to attend the Commission meeting of October 22. Judith and Tara volunteered to come to the Commission meeting of November 12. Tara agreed to be there from 2:00 p.m. (when the budget discussions will begin) until the end of the regular meeting. It was requested and Norm agreed to include Commission minutes in the Committee packets. Commissioner Wong suggested that it become a routine part of Committee meetings to request volunteers to attend upcoming Commission meetings.

Norm agreed that notices would be sent out to Committee members of any scheduled meetings of the Education or Health Task Forces.

(7) Announcements. M.J. Talbot commented on the lack of discussion of lesbians and gay men in the booklet that Norm distributed on Asian Pacific Americans and the media.

(8) Adjournment. The meeting was adjourned at 7:15 p.m.

/cgg

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LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, NOVEMBER 17, 1992

TIME: 5:30 - 7:00 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
1170 MARKET STREET, 5TH FLOOR
SAN FRANCISCO, CA

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1)	ADOPTION OF THE MINUTES OF OCTOBER 15, 1992	5 MIN.
2)	COMMISSION REPORT	10 MIN.
3)	STAFF REPORT - BUDGET UPDATE - SEXUAL ORIENTATION AND MILITARY - DISCUSSION OF ELECTION RESULTS	15 MIN.
4)	DISCUSSION OF LESBIAN/GAY/BISEXUAL HEALTH ISSUES	30 MIN.
5)	DISCUSSION OF RACISM COMMITTEE	20 MIN.
6)	DISCUSSION OF ADDITION OF "BISEXUAL" TO COMMITTEE NAME ***ACTION ITEM	20 MIN.
7)	CALENDAR MATTERS	5 MIN.
8)	ANNOUNCEMENTS	5 MIN.

L/GAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING PLEASE NOTIFY NORM NICKENS AT 252-2507. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

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City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
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Agenda

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LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, DECEMBER 15, 1992

TIME: 5:30 - 7:00 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
1170 MARKET STREET, 5TH FLOOR
SAN FRANCISCO, CA

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1)	ADOPTION OF THE MINUTES OF NOVEMBER 17, 1992	5 MIN.
2)	COMMISSION REPORT	10 MIN.
3)	STAFF REPORT - BUDGET/MOVE UPDATE MILITARY POLICY PRESENTATION	15 MIN.
4)	DISCUSSION OF ADDING "BISEXUAL" TO COMMITTEE NAME - ACTION ITEM	30 MIN.
5)	DISCUSSION OF RACISM COMMITTTEE REPORT	30 MIN.
6)	CALENDAR MATTERS	5 MIN.
7)	ANNOUNCEMENTS	5 MIN.

L/GAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING PLEASE NOTIFY NORM NICKENS AT 252-2507. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

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City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

AGENDA

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LESBIAN/GAY ADVISORY COMMITTEE

DATE: TUESDAY, JANUARY 19, 1993

TIME: 5:30 - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
1170 MARKET STREET, 5TH FLOOR
SAN FRANCISCO, CA

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1)	ADOPTION OF THE MINUTES OF DECEMBER 15, 1992	5 MIN.
2)	COMMISSIONER REPORT	10 MIN.
3)	STAFF REPORT	30 MIN.
4)	PRESENTATION ON THE LESBIAN/GAY/BISEXUAL DISABLED COMMUNITY & THE AMERICANS WITH DISABILITIES ACT (ADA)	30 MIN.
5)	PLANNING FOR FUTURE MEETINGS	10 MIN.
6)	RACISM TASK FORCE	15 MIN.
7)	OLD/NEW BUSINESS	10 MIN.
8)	CALENDAR MATTERS	5 MIN.
9)	ANNOUNCEMENTS	5 MIN.

L/GAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 252-2510 OR CYNTHIA GOLDSTEIN AT 252-2515. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

City and County of San Francisco

Human Rights Commission
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LESBIAN/GAY/BISEXUAL ADVISORY COMMITTEE

DATE: TUESDAY, FEBRUARY 16, 1993

TIME: 5:30 - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FL.
SAN FRANCISCO, CA 94102

Agenda

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1. ADOPTION OF MINUTES OF DECEMBER 15, 1992 AND JANUARY 19, 1993 — 5 MIN.
2. COMMISSIONER REPORT — 15 MIN.
3. STAFF REPORT — 15 MIN.
4. DISABILITY AND THE LESBIAN/GAY/BISEXUAL COMMUNITIES — 30 MIN.
5. BANK OF AMERICA BUILDING M.O.U. — 15 MIN.
   Possible Action Item
6. RACISM TASK FORCE — 10 MIN.
7. DISCRIMINATION IN THE MILITARY — 15 MIN.
   Possible Action Item
8. CALENDAR MATTERS/ANNOUNCEMENTS — 5 MIN.
9. ADJOURNMENT

L/G/BAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 252-2510 OR CYNTHIA GOLDSTEIN AT 252-2515. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

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(415) 252-2500 25 Van Ness Avenue Ste. 800 San Francisco, CA 94102-6033
FAX (415) 431-5764 • TDD (415) 252-2550

City and County of San Francisco

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LESBIAN/GAY/BISEXUAL ADVISORY COMMITTEE
MINUTES OF FEBRUARY 16, 1993
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Next Meeting
Tuesday, March 16, 1993
Human Rights Commission
25 Van Ness Avenue, 8th Floor
5:30 - 7:30 p.m.
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Commissioners Present: May P. Jaber, Karen Kai, Jeanette Lazam, Lawrence Wong.

Committee Members Present: Mark Baldwin, Liz Dunn, Randy Miller, Jean-Paul Samaha, Tara Shannon, Gloria Soliz, M.J. Talbot, Simeon White.

Committee Members Absent: Penny Chronis, Lani Kaahumanu, Carlos Padilla, Wally Sherwood, Judith Stevenson.

Staff Members Present: Larry Brinkin, Cynthia Goldstein, Gail Roberts.

Guests: Lenore Chinn, Rick Gerharter (Bay Area Reporter), Maria Gil de Lamadrid (Child Care Law Center), Yvette Fang (United Cerebral Palsy Assn.), Norm Nickens, Steven Vettel, John Woods (Queer Scouts).

The meeting of the Lesbian/Gay/Bisexual Advisory Committee was called to order by the Committee Chair, Commissioner May P. Jaber, at 5:35 p.m.

(1) Minutes. The minutes of the meetings of December 15, 1992 and January 19, 1993 were approved unanimously.

(2) Commissioner Report. Commissioner Jaber reported that Commissioner Karen Kai had been elected to serve as Chair of the Commission and that Commissioner Jaber had been asked to Chair this Advisory Committee for this month. She reported that Commissioner Kai will make new assignments of Commissioners to Committees in March. She also reported on the excellent presentation made at the January 28, 1993 Commission meeting on Discrimination in the Military and asked the Committee to think about whether they want to ask the Commission to take action on this issue. Commissioner Wong stated that he wished the presentation on the military could have been more widely publicized, especially within the African American community.

Commissioner Jaber introduced Commissioner Jeanette Lazam as a new HRC Commissioner. She announced that the Commission and HRC staff will be holding a planning retreat on April 17, 1993.

Commissioner Kai stated that she was attending this meeting on behalf of Ed Lee, who was unable to attend. She discussed the budget, stating that the Mayor's Office agreed to consider the HRC as a small department, which would eliminate approximately $80,000 from the HRC's budget shortfall

for fiscal year 1993-94. She stated that most of the rest of the budget shortfall, approximately $80,000 is being generated by contracts with other City departments and the City of Oakland and that this means there will be funds in next fiscal year's budget for a Coordinator to be hired for the Lesbian/Gay and AIDS/HIV Unit. She stated that Ed Lee was very aware of affirmative action goals with respect to HRC's management staff and is talking with the City's Equal Employment Opportunity office. Within the next month, he should have a plan for filling this position. Randy Miller asked that the Committee have input into the hiring process for this position, and that the staff of the Unit include representation from people of color communities.

Larry Brinkin stated that there would be a negative impact on the Unit for the remainder of the fiscal year in having a reduced staff and that it is important for Committee members to keep this in mind in deciding whether or not to renew their membership on the Committee. Liz Dunn suggested Larry be as specific as possible on how Committee members could help in the work of the Unit. Larry suggested that finishing the Racism Task Force Report, writing letters when the Committee asks for them, and assisting with the Committee mailing would be helpful.

Commissioner Kai stated that Ed Lee will speak in Washington, D.C. on minority community concerns regarding HIV disease and that at the March 11, 1993 meeting of the Commission, testimony will be taken on this issue.

(3) Staff Report. Larry reported that the Department of Public Health granted the Commission $50,000. under the Ryan White/Care Act for a position for the Unit that will work on HIV education in the employment sector. He thanked Mark Baldwin and Norm Nickens for their work on the proposal for this grant. Larry stated that a dinner will be held for Norm on March 4, 1993 at 7:00 p.m. at the Sahara Restaurant. Members of the Committee are invited to attend. He also reported that LaCheryl Porter, a student at New College Law School, will begin working with the Unit as an intern on March 1, 1993.

Larry discussed recruitment for Committee membership, asking Committee members to submit their renewal response forms by Friday, February 19, 1993. He stated that a press release will be issued announcing vacancies and that Committee members should ask interested persons to submit their applications to the Unit. He stated that a selections committee will be established at the March Committee meeting. He reported that Darrell Yee has elected to leave the Committee and offered to send a letter to Darrell thanking him for his long service to the Commission.

(4) Disability in the Lesbian/Gay/Bisexual Communities. Yvette Fang, a Social Worker at United Cerebral Palsy spoke to the Committee as a person with a mobility impairment. She stated that access to businesses in the Castro neighborhood is very bad, that owners of businesses there appear to feel immune to the laws requiring access for the disabled. She referenced

Title III of the Americans with Disabilities Act (ADA) which requires all new construction to be accessible and how people with disabilities bear the burden of filing non-compliance complaints with businesses who disregard this law. Yvette also stated that Title I of the ADA, addressing employment discrimination against people with disabilities, also goes unheeded in the Lesbian/Gay/Bisexual Communities. She described being denied a job at a Community agency because the work space she would be assigned was not accessible. She stated her belief that Lesbians, Gay men and Bisexuals, experiencing oppression themselves, should know better than to oppress members of the disabled community, but she recognizes that they are still the product of their upbringing.

Maria Gil de Lamadrid gave a description of the protections of the ADA. She stated that it protects people with mental or physical impairments that substantially limit any major life activity. She noted that the ADA clearly protects people with HIV disease, and people with a history of disability or who are regarded as disabled, even if they are not. She stated that under Title I of the Act, employers with 25 or more employees are prohibited from discriminating against disabled employees or applicants and are required to accommodate the disability of such employees unless to do so would be unduly burdensome. Under Title III, discrimination is prohibited in public accommodations, except for private clubs and religious organizations.

Gail Roberts reported that the HRC provides advocacy and investigation on issues of discrimination based on disability, and works to make sure that public meetings and facilities are accessible. She noted that the Commission is working with the Port of San Francisco to encourage accessible marine activities.

Commissioner Wong asked what the Committee and Commission could do in regards to the ADA. Maria responded that our mediation services are very useful under the requirements of the ADA calling for the mediation of complaints. Gail suggested we help get the word out on the protections provided by the ADA. Tara Shannon suggested we play a role in educating lesbian, gay and bisexual business owners. Cynthia suggested the HRC employee hired under the Ryan White grant could target these business owners to educate them on the ADA. Gloria Soliz raised the issue of smoking as a carcinogen and its impact on people with HIV disease and environmental illnesses. Liz suggested convening a community forum on the ADA and disabilities. Larry suggested that this topic be discussed at the Committee retreat and some planning be done for next year's agenda.

(5) Bank of America Building. John Woods of Queer Scouts explained that the Bank of America Building at 17th and Castro Streets is vacant and that the Bank of America has agreed to sublease the remaining eight years of its lease to an HIV, Lesbian, Gay or Bisexual-focused community group. He explained that a citizen advisory committee recommended that the sublease go to the Life Center. After no more than three years, the Life

Center will vacate the property and Golden Gate Performing Arts (GGPA) will have the option of taking it over. If it chooses not to, the HRC has been asked to convene another citizen advisory committee to decide what community group will get the remainder of the sublease. A Memorandum of Understanding was prepared setting out the agreement between the citizen advisory committee, Life Center, GGPA and HRC. It was ***M/S/C to ask the Commission to sign the Memorandum of Understanding.

(6) Racism Task Force. Tara asked other Committee members to volunteer to assist her in completing the report. M.J. agreed to work with Tara on this. Larry stated that the Report will be calendared for a vote at the next Committee meeting.

(7) Discrimination in the Military. Liz thanked Larry and Cynthia for organizing the speakers and materials for the Commission presentation. M.J. asked if some of the salary saved from Norm's departure could be used to fund work on this issue through the Historical Society but was told that the money already has been encumbered. Jean-Paul Samaha asked if any response had been received to the letters that had been sent to President Clinton, Senator Nunn, et.al, and was told that only Barbara Boxer's office had replied. Commissioner Kai stated that another letter will be written which will include testimony from the presentation. Gloria suggested that the Commission be asked to pass a Resolution on this issue and that we try to generate press attention for it. Jean-Paul stated that the Board of Supervisors had recently issued such a Resolution. Commissioner Wong added that an HRC Resolution could include testimony from individuals with direct experience in the military. Commissioner Kai suggested we ask Bay Area legislators to hold local Congressional hearings on this issue. Commissioner Jaber suggested we try to work with the Board of Supervisors to add the testimony HRC gathered to their Resolution.

(8) Calendar Matters/Announcements. The next meeting of the Committee will be on Tuesday, March 16, 1993 at which there will be a presentation from members of the Transgender Community.

Cynthia announced that the National Center for Lesbian Rights is looking to hire a half-time Project Coordinator for their Lesbians of Color Project; and that CUAV is looking for people of color to be trained as volunteers for their Speakers Bureau. It was stated that Committee members had previously agreed to participate in this training. M.J. announced that the Historical Society of Northern California needs Board members and that anyone interested could speak with him about it. Liz thanked Commissioner Kai for her involvement with the Committee and thanked Commissioner Jaber for her renewed participation. Jean-Paul, Liz and Mark agreed to attend the February 25, 1993 meeting of the Commission.

(9) Adjournment. The meeting was adjourned at 7:50 p.m.

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Edwin M. Lee
Director

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LESBIAN/GAY/BISEXUAL ADVISORY COMMITTEE

DATE: TUESDAY, APRIL 20, 1993

TIME: 5:30 - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8th FLOOR
SAN FRANCISCO, CA

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AGENDA

1)	ADOPTION OF THE MINUTES OF MARCH 16, 1993	5 MIN.
2)	COMMISSIONER REPORT	10 MIN.
3)	STAFF REPORT	15 MIN.
4)	PLANNING FOR MAY 15 RETREAT	20 MIN.
5)	SELECTION OF NEW MEMBERS -- ACTION ITEM	10 MIN.
6)	RACISM TASK FORCE	15 MIN.
7)	HAITIANS WITH HIV -- ACTION ITEM	15 MIN.
8)	COMMITTEE NAME -- ACTION ITEM	10 MIN.
9)	MILITARY BAN	15 MIN.
10)	OLD/NEW BUSINESS	10 MIN.
11)	CALENDAR MATTERS	5 MIN.
12)	ANNOUNCEMENTS	5 MIN.
13)	ADJOURNMENT	

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LESBIAN/GAY/BISEXUAL ADVISORY COMMITTEE
PLANNING RETREAT

DATE: SATURDAY, MAY 15, 1993

TIME: 10:00 A.M. - 4:15 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO

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A G E N D A

1.	Welcome/Introductions	10:00 - 10:30
2.	Get-Acquainted Exercises	10:30 - 11:30
3.	Who Are Our Constituencies/ Communities?	11:30 - 12:00
4.	Committee Mission Statement	12:00 - 12:30
5.	Lunch	12:30 - 1:00
6.	The Year in Review	1:00 - 1:30
7.	Action Issues for Coming Year (small groups)	1:30 - 2:15
8.	Break	2:15 - 2:30
9.	Action Plan	2:30 - 3:15

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10. Working Together, Roles, Responsibilities, Attendance, Resources 3:15 - 3:45

11. Evaluations:
    (a) Of Today's Retreat
    (b) Of Commissioners and Staff 3:45 - 4:15

12. Adjournment

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LESBIAN/GAY/BISEXUAL ADVISORY COMMITTEE

DATE: TUESDAY, JUNE 15, 1993

TIME: 5:30 - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVE., 8TH FLOOR
SAN FRANCISCO, CA 94102

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AGENDA

1.	ADOPTION OF THE MINUTES OF MAY 15, 1993	5 MIN.
2.	COMMISSIONER REPORT -- Discussion of Budget	25 MIN.
3.	STAFF REPORT	15 MIN.
4.	RACISM TASK FORCE REPORT -- ACTION ITEM	20 MIN.
5.	TRANSGENDER TASK FORCE REPORT -- ACTION ITEM	20 MIN.
6.	BIPHOBIA TASK FORCE REPORT -- ACTION ITEM	20 MIN.
7.	OLD/NEW BUSINESS	5 MIN.
8.	CALENDAR MATTERS	5 MIN.
9.	ANNOUNCEMENTS	5 MIN.
10.	ADJOURNMENT	

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SPECIAL MEETING

LESBIAN/GAY/BISEXUAL ADVISORY COMMITTEE

DATE: THURSDAY, JULY 1, 1993

TIME: 5:30 - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVE., 8TH FLOOR
SAN FRANCISCO, CA 94102

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AGENDA

1. DISCUSSION OF 6/26/93 SF Chronicle Article entitled:
Bias From Within Against Black Gays 120 MIN.

2. ADJOURNMENT

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SPECIAL MEETING

LESBIAN/GAY/BISEXUAL ADVISORY COMMITTEE

DATE: MONDAY, JULY 12, 1993

TIME: 4:00 - 6:00 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVE., 8TH FLOOR
SAN FRANCISCO, CA 94102

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Bias From Within Against Black Gays 120 MIN.

2. ADJOURNMENT

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LESBIAN/GAY/BISEXUAL ADVISORY COMMITTEE

DATE: TUESDAY, JULY 20, 1993

TIME: 5:30 - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVE., 8TH FLOOR
SAN FRANCISCO, CA 94102

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AGENDA

1.	ADOPTION OF THE MINUTES OF JUNE 15, JULY 1 and JULY 12, 1993	10 MIN.
2.	COMMISSIONER REPORT Discussion of Budget Discussion of Mayor's decision re: Comm. Lumpkin -possible action item	30 MIN.
3.	STAFF REPORT	15 MIN.
4.	TRANSGENDER TASK FORCE -- ORIENTATION	30 MIN.
5.	ANTI-RACISM TASK FORCE -- possible action item	15 MIN.
6.	BIPHOBIA TASK FORCE REPORT	5 MIN.
7.	OLD/NEW BUSINESS	5 MIN.
8.	CALENDAR MATTERS	5 MIN.
9.	ANNOUNCEMENTS	5 MIN.
10.	ADJOURNMENT	

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LESBIAN/GAY/BISEXUAL ADVISORY COMMITTEE

DATE: TUESDAY, AUGUST 17, 1993

TIME: 5:30 - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVE., 8TH FLOOR
SAN FRANCISCO, CA 94102

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AGENDA

1.	ADOPTION OF THE MINUTES OF JULY 20, 1993	10 MIN.
2.	COMMISSIONER REPORT Discussion of Commission meeting of August 12, 1993 -possible action item	30 MIN.
3.	STAFF REPORT	15 MIN.
4.	TRANSGENDER TASK FORCE -- ORIENTATION	30 MIN.
5.	ANTI-RACISM TASK FORCE -- possible action item	15 MIN.
6.	BIPHOBIA TASK FORCE REPORT	5 MIN.
7.	OLD/NEW BUSINESS	5 MIN.
8.	CALENDAR MATTERS	5 MIN.
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Director

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LESBIAN/GAY/BISEXUAL ADVISORY COMMITTEE

DATE: TUESDAY, SEPTEMBER 21, 1993

TIME: 5:30 - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVE., 8TH FLOOR
SAN FRANCISCO, CA 94102

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AGENDA

1.	ADOPTION OF THE MINUTES OF August 17, 1993	5 MIN.
2.	COMMISSIONER REPORT	20 MIN.
3.	STAFF REPORT	10 MIN.
4.	TRANSGENDER TASK FORCE -- PRESENTATION	60 MIN.
5.	ANTI-RACISM TASK FORCE -- possible action item	10 MIN.
6.	OLD/NEW BUSINESS	5 MIN.
7.	CALENDAR MATTERS	5 MIN.
8.	ANNOUNCEMENTS	5 MIN.
9.	ADJOURNMENT	

L/G/BAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 252-2510 OR CYNTHIA GOLDSTEIN AT 252-2515. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

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City and County of San Francisco

Human Rights Commission

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Edwin M. Lee
Director

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LESBIAN/GAY/BISEXUAL ADVISORY COMMITTEE
MINUTES OF MEETING OF SEPTEMBER 21, 1993
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Next Meeting
Tuesday, October 19, 1993
Human Rights Commission
25 Van Ness Avenue, 8th Floor
5:30 - 7:30 p.m.
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Commissioners Present: Jeanette Lazam.

Committee Members Present: Mark Baldwin, Carol Delgado, Liz Dunn, Lani Kaahumanu, Randy Miller, Adele Morrison, Muriel Parenteau, Jean-Paul Samaha, Wally Sherwood, Gloria Soliz, M.J. Talbot, Juan Tam, Simeon White, Kiki Whitlock.

Committee Members Absent: Commissioner Lawrence Wong, Vince Crisostomo, Tara Shannon, Rachel Timoner.

Staff Members Present: Larry Brinkin, Cynthia Goldstein, Eddie Kaufman (intern).

Guests: Jim Bolig (ETVC), Ken Bukowski (Harvey Milk Club), Tamara Ching (Transgender Peer Educator), Kathy Jones (Transgender Nation), Carol Kleinmarie (TARC, Transgender Nation), Charles Leman, Camille Moran (Transgender Nation), Anne Ogborn (Transgender Nation), Luanna Rodgers (Therapist), Shelley Elvira Salieri.

The meeting of the Lesbian/Gay/Bisexual Advisory Committee (LGBAC) was called to order by Committee Chair, Commissioner Jeanette Lazam, at 5:35 p.m.

(1) The minutes of the meeting of August 17, 1993 were adopted unanimously.

(2) Commissioner Report. Commissioner Lazam reported that Commissioner Lawrence Wong, Vice-Chair of the Committee, was unable to attend this meeting due to a conflicting engagement.

Commissioner Lazam stated that the Commission appointment formerly held by Reverend Lumpkin remains vacant, as does the position of Commission Vice Chair. She reported on the Commission meeting of September 9, 1993 stating that Jill Tregor, Executive Director of the Intergroup Clearinghouse presented information to the Commission on the organization's plans; that the resolutions introduced by Commissioner Gloria Davis were unanimously passed by the Commission; and that the Commission voted unanimously to endorse a resolution supporting the building of a grade school in the Tenderloin. She also stated that the Commission unanimously agreed to sponsor and participate in a sensitivity training/educational forum for which LGBAC is to develop a plan. Adele Morrison asked if this training will be mandatory for all Commissioners. Commissioner Lazam stated that no Commission meeting is mandatory and that she plans to speak with individual Commissioners to encourage their participation. She suggested that Committee members speak with members of other Committees to encourage their participation as well.

(3) Staff Report. Larry Brinkin discussed the Commission's budget for fiscal year 1993-1994, reminding the Committee that the Coordinator position for the Lesbian/Gay and AIDS/HIV Unit remains unfunded and that the Unit has no money to pay for intern assistance. Mr. Brinkin appealed to Committee members to help with fund raising and encouraged Committee members to consider possible fund raising activities to be discussed at the next meeting. He also stated that the Unit will work with volunteers and asked Committee members to send possible volunteers to him. Liz Dunn offered to speak with Mr. Brinkin to determine what volunteer needs the Unit has.

Mr. Brinkin introduced Eddie Kaufman, a student enrolled in San Francisco State University's Master of Social Work program. He explained that Mr. Kaufman will be working as an intern with the Unit two days per week. Mr. Brinkin announced that Joy Agcaoili, an undergraduate student at State, also is interning with the Unit.

Mr. Brinkin described some of the information exchanged at a meeting held earlier that day of the Bay Area Roundtable, a group of legal professionals who work in the area of sexual orientation discrimination. He described two projects currently underway at the National Center for Lesbian Rights; one, to stop the abusive confinement in psychiatric institutions of lesbian/gay/bisexual/transgender adolescents, and the other, to defend a lesbian couple whose child was taken away and custody given to the homophobic biological grandmother solely because the judge believed their lesbianism to be immoral and illegal. Mr. Brinkin reported that Life Lobby is working on a State-wide domestic partners registry with Assemblywoman Barbara Lee as sponsor. He also reported that the Chief of Vital Statistics for the State now will allow same sex parents to be on birth certificates.

(4) Transgender Task Force. An audience member asked whether there would be time to discuss her concern that a non-transgendered person was scheduled to conduct a sensitivity training on transgender issues at this meeting. Commissioner Lazam stated that there would be time to discuss these concerns after the presentation. Kiki Whitlock suggested that people come to the Transgender Task Force meeting to deal with these types of concerns because the Task Force is the group that is responsible for organizing presentations to the Committee. Ms. Whitlock then introduced Tamara Ching as the first presenter.

Ms. Ching described herself as having been an activist in the transgender community since 1968 when the lesbian/gay/bisexual community referred to transgendered people as drag queens. She described the San Francisco transgender community and its transformations since 1968, noting that over the years, more and more people of color have arrived in that community. She stated that this community has been centered in the Tenderloin where prostitution and drug use have been evident. She described a migration of Asian and Pacific Islanders during the mid-1970s and explained how transgendered sex workers often were victims of violence at the hands of both clients and the police. Now, she noted, there is a large population of transgendered people of color in the Tenderloin, centered around The Mother Load bar. Many of these individuals are under thirty years old and cannot speak English. She stated that it is her priority to live each day to the fullest and to fight for transgender rights.

Camille Moran from Transgender Nation described her experience as a state mental hospital patient and expressed her reluctance in attending a meeting on transgender issues where a therapist is also in attendance.

Carol Delgado suggested that the ground rules developed earlier be posted to help the discussion run smoothly. She suggested that everyone speak from their own perspective. An audience member asked how a non-transgendered person could speak about transgender issues from their own perspective. Ms. Delgado read the ground rules asking for confidentiality, that people speak from personal experience, that people speak one at a time, that everyone respects each other, that there be no physical or verbal abuse, and that each person participate freely and agree to pass if they do not want to speak.

Kiki Whitlock then introduced Luanna Rodgers who described herself as a therapist who frequently facilitates sensitivity trainings on transgender issues for non-transgendered people. She asked each person try to get in touch with their gender feelings, male or female. Ms. Rodgers also suggested each individual think about how it feels to be their gender on the street, with friends, with family, at work or school, in society, with a lover, having sex. While thinking about this, each person was given an envelope which, when opened, revealed a mirror-like image of a person. The men were given pictures of women and vice versa. Ms. Rodgers encouraged each person to consider how it would feel to have the gender-identity feelings they were just having if they looked like the picture located in the envelope.

Ann Boleyn, an audience member, described herself as transgender and expressed her disagreement with the method used by Ms. Rodgers to get the Committee to understand what it means to be transgender. Ms. Boleyn stated she felt this method does not convey the hardship and discrimination faced by transgendered people. Audience member Kathy Jones acknowledged Ms. Rodgers' willingness to help the transgender community but stated that it is hard for some transgendered people to trust therapists because of the psychiatric colonization of transgenderism. Tamara Ching expressed her observation that Ms. Rodgers was being labeled or stereotyped and stated that Ms. Rodgers is an exception to the therapist stereotype and is exceptional.

Ms. Rodgers then reviewed the answers to the pretest that the Committee had taken. She stated that three percent of Americans experience some degree of transgender feelings; that gender identity is different from sexual orientation; that there is no greater rate of mental illness in the transgender community than in the general public, that transsexuals bear the brunt of discrimination but that discrimination does affect other transgendered people; that many transgendered people have problems with substance abuse and fifty percent have attempted suicide; and that while some transgendered people are economically disadvantaged, there are transgendered people in all strata of society.

Liz Dunn described her experience as a lesbian who does not act the way she believes she is expected to act by straight men and the impact that had when she was a child in making her feel disconnected from her body. She wondered if this could help her in being an ally to transgender concerns. Jean-Paul Samaha stated his belief that the Committee needs more education and expressed his wish to reach a place where he will be able to ask intelligent questions on this subject. Tamara Ching stated that LGBAC must be sensitized little by little, noting that a person must be able to walk before they can run.

Commissioner Lazam stated that the ultimate goal of this educational process is to change laws in San Francisco so that anti-discrimination protections will be available to transgendered individuals. She thanked the presenters and the guests for their attendance and input.

(5) Anti-Racism Task Force. Cynthia Goldstein reported that the Anti-Racism Task Force met on August 31, 1993 where it decided to send out the Report on Racism in the lesbian/gay/bisexual media to the publishers of the B.A.R. and the Sentinel along with cover letters asking to meet to discuss ways in which the Commission could help improve coverage of people of color in these newspapers. Ms. Goldstein reported that following the Task Force meeting, this had been done. She also reported that the Task Force had decided to send letters of invitation to people of color groups in the lesbian/gay/bisexual community to invite them to attend the November 2, 1993 Task Force meeting to give input into the Task Force's plans to hold a conference for or meeting with these organizations to build alliances and to strategize on how to reduce racism within the lesbian/gay/bisexual community.

(6) Old/New Business. Liz Dunn reported that the Biphobia Task Force met and decided, for the time being, to not be a fully active task force. Instead, it wants to provide articles for the Committee's packets in order to continue to educate Committee members on issues of bisexuality and biphobia, advocate for additional bisexual membership on the Committee, and work to include a bi-perspective in the efforts of the Committee's other task forces. She asked that bisexuality be included in the sensitivity training the Commission will have. It was agreed that this will be calendared and voted on at the next Committee meeting.

Larry Brinkin raised the issue of the Committee's desire, expressed at its last meeting, to develop guidelines for mayoral appointments to the Commission with respect to lesbian, gay, bisexual and transgender issues. Randy Miller agreed to write a draft of these guidelines, which staff will circulate to other Committee members for their comment. After comment is received, Mr. Miller agreed to finalize the document for distribution in the next Committee packet. The Committee then can vote on the document at its next meeting.

(7) Announcements. Randy Miller offered to invite Committee members to a screening of the Traditional Values Coalition's video against the lesbian/gay/bisexual community. He said he has viewed this video and was especially concerned about the video's pitch toward gaining the support of the African American community.

Gloria Soliz described a group of Christians, United in Spirit, that is meeting as a coalition to provide an alternative voice to the religious right. She also described the group, Christian Lesbians Out Together, as part of this coalition and stated that they will be meeting in early October.

Jean-Paul Samaha stated that Noah's New York Bagels will be moving into part of the building at 400 Castro Street with a 17 year lease. Noah's has agreed to pay for the renovation of the entire space and the Life Center will be occupying the other part of it for three years. After that, it is hoped that the space will be used by community theater and arts groups.

The meeting was adjourned at 7:40 p.m.

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LESBIAN/GAY/BISEXUAL ADVISORY COMMITTEE

DATE: TUESDAY, OCTOBER 19, 1993

TIME: 5:30 P.M. - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO

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A G E N D A

1.	ADOPTION OF THE MINUTES OF SEPTEMBER 21, 1993	5 MIN.
2.	COMMISSIONER REPORT	10 MIN.
3.	STAFF REPORT	10 MIN.
4.	CANCELLATION OF DECEMBER MEETING -- Action Item	5 MIN.
5.	TRANSGENDER PRESENTATION GUEST SPEAKER: CHRISTINE TAYLEUR	55 MIN.
6.	FUNDRAISING TASK FORCE	10 MIN.
7.	ANTI-RACISM TASK FORCE REPORT	10 MIN.
8.	COMMISSIONER STANDARDS -- Action Item	10 MIN.
9.	CALENDAR MATTERS/ANNOUNCEMENTS	5 MIN.
10.	ADJOURNMENT	

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TRANSGENDER TASK FORCE OF THE
LESBIAN/GAY/BISEXUAL ADVISORY COMMITTEE

DATE: TUESDAY, NOVEMBER 23, 1993

TIME: 5:00 P.M. - 7:00 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO

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A G E N D A

1.	APPROVAL OF THE MINUTES OF OCTOBER 26, 1993	5 MIN.
2.	DISCUSSION OF LGBAC MEETING OF NOV. 16, 1993	15 MIN.
3.	PLANS FOR PRESENTATION BY TRANSGENDER NATION AT JANUARY 18, 1994 LGBAC MEETING	5 MIN.
4.	APPROVAL FOR UPCOMING PRESENTATIONS TO LGBAC: ASIAN/PACIFIC ISLANDER PANEL, FEB. 15, 1994 ETVC AND FTM PANEL, MARCH 15, 1994	5 MIN.
5.	PLANNING FOR MID-1994 PUBLIC HEARING	60 MIN.

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